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ABSTRACT

A study of dislocated newspaper workers in Baton Rouge, Louisiana, was conducted to describe their personal and occupational mobility characteristics and the residual effect of their separation and unemployment. The descriptive study focused on demographic characteristics, employment history, occupational mobility, economic and emotional impact, attitudes and perceptions, and education and training. The population of 132 dislocated newspaper workers was surveyed 6 and 18 months after departure from the paper, with a response from 64 persons at 6 months and 73 at 18 months (50 respondents were common to both surveys). Some of the findings were the following: (1) 71 percent were male, 81 percent white, more than 60 percent married, and 68 percent with some college; (2) more than 31 percent had 20 or more years of service to the company; (3) 42 percent found new employment but were earning less than 50 percent of their previous income; (4) nearly 50 percent were required to change their lifestyles; (5) most workers had felt secure in their jobs prior to the layoff; (6) 48 percent received the strongest support from spouses; and (7) the dislocation trauma extended over time. The study recommendations were as follows: examine alternatives to mass layoffs, inform all employees of the layoff procedures, provide counselors for workers and families, provide outplacement assistance, and avoid denigration of the laid-off workers prior to and following dislocation. Educators should do the following: teach materials related to the workplace; provide transferrable-skills instruction; emphasize job location skills; teach about balancing work and family; teach economic survival skills; and teach networking. (Contains 71 tables, 129 references, and 23 appendices containing survey correspondence, instrument, and verbatim responses.) (Author/KC)

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PERSONAL AND OCCUPATIONAL MOBILITY CHARACTERISTICS
OF
SELECTED DISLOCATED NEWSPAPER WORKERS

A DISSERTATION

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J. LAMAR BENTON, PH.D.

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PERSONAL AND OCCUPATIONAL MOBILITY CHARACTERISTICS OF SELECTED DISLOCATED NEWSPAPER WORKERS

A Dissertation

Submitted to the Graduate Faculty of the
Louisiana State University and
Agricultural and Mechanical College
in partial fulfillment of the
requirements for the degree of
Doctor of Philosophy

in

The School of Vocational Education

by
Jackie Lamar Benton
B.S., Huntingdon College, 1969
M.S., Louisiana State University, 1980
May 1994

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ABSTRACT

The purpose of this study was to describe the personal and occupational mobility characteristics of selected dislocated newspaper workers and the residual effect of their separation and unemployment. Objectives of the descriptive study focused on: (a) demographic characteristics, (b) employment history, (c) occupational mobility, (d) economic and emotional impact, (e) attitudes and perceptions, and (f) education and training.

A defined population of 132 dislocated newspaper workers was surveyed six and 18 months after departure from the industry. The researcher-designed survey instrument had 41 items (six months) and 43 items (18 months). Sixty-four dislocated newspaper workers responded at six months, and 73 responded at 18 months; thus, a total of 87 different respondents. Fifty respondents were common to both surveys.

Findings from the defined population: (1) 71.3% male; 80.5% white; over 60% married; 67.8% with some college education; (2) over 31% with 20 or more years service to the company; (3) 42.2% found new employment yet were earning less than 50% of their previous income; (4) nearly 80% were required to change their lifestyles; (5) 81% (six months) and 91.6% (18 months) felt secure in their employment prior to the layoff; (6) 47.9% received the strongest support from spouses; and (7) the dislocation trauma extended over time for the dislocated newspaper workers.

Recommendations for business and industry management include: (1) Examine alternatives to mass layoffs; (2) Inform all employees of the layoff procedures; (3) Provide trained counselors for dislocated workers and families; (4) Provide trained outplacement assistance program counselors; and (5) Avoid denigration of the "laid-off" workers prior to and following dislocation.

Recommendations for educators include: (1) Teach material related to the workplace; (2) Provide transferrable-skill instruction; (3) Teach concepts which enable students to successfully make the transition from school to work; (4) Provide instruction in communication skills; (5) Provide experiential learning opportunities for positive human relations practices; (6) Emphasize job-acquisition, retention, and advancement skills; (7) Teach the linkage of work and family, and how to successfully balance the two; (8) Establish emphasis on life-long learning; (9) Offer a series of workshops focusing on adult self-improvement and advocacy; (10) Provide guidance in retraining and advanced educational opportunities; (11) Teach concepts of dealing with change in all life stages; (12) Teach economic survival skills; and (13) Teach the concept of networking.

CHAPTER 1

INTRODUCTION

The role of work in an occupational field in American society is more than just a matter of earning a livelihood. Work has been identified as giving meaning to one's sense of dignity as well as being a central part of a person's economic and social life (Calhoun & Finch, 1982; Clark & Nelson, 1983). While work is an essential element in helping a person develop a stable self-concept (Morse & Weiss, 1968), it is also essential to maintaining that sense of dignity and well-being, as well as a sense of personal contribution, identity, and status (Madill, Brintnell, Stewin, & Montgomery, 1990).

Historically, American workers have been categorized as stable workers or those who have established themselves in jobs and intend to remain until retirement because they dislike change (Avedon, 1991; Clark, Nelson & Rogers, 1985). Given the opportunity, these workers prefer the stable pursuit of a single occupation throughout their work life (Calhoun & Finch, 1982).

That opportunity of lifelong single occupation work, however, has been changing over the past 20 years as the United States economy has moved from goods production to service employment (Seitchik & Zornitsky, 1989). No longer does the security of past employment necessarily mean security of future employment. Erosion of that security has been seen, and felt, in almost every sector of American business over those two decades. This erosion was especially significant during the 1980s and early 1990s as American workers were losing their jobs in dramatic numbers.

Between 1985 and 1989, 4.3 million workers lost their jobs due to plant and business closings, position extinction, or lack of demand for their skills (Herz, 1991). From January 1987 to January 1992, a total of "5.6 million workers lost their jobs due to plant closings, company failures or other curtailment in employment" (Gardner, 1993, p. 1). Nearly one million defense-related workers and military personnel have either been laid off or discharged since the Cold War ended (Klein, 1993; Lordeman, 1992). The downsizing of the defense sector is expected to continue with the loss of more than one million jobs during the next five years (Congressional Budget Office, 1993). Smith (1993) reports that by 1997 an estimated 2.6 million persons will be directly affected by these cuts. The toll in other areas will grow as recent estimates project that 1.2 million blue-collar workers and as many as 800,000 white-collar and service sector workers will lose their jobs annually (Levine, 1992; Rose, Fink, & Robinson, 1992). Plant closures, massive layoffs, and company failures certainly are not rare events on the American business scene, and when they do occur, the consequences are far-reaching. As reported by a training program coordinator who counseled dislocated workers after a plant closure in Tennessee:

> "The biggest problem we've had is helping people get over their fear, frustration, anger, and anxiety and take advantage of the services . . . It's like dealing with the death of a loved one. Working at the plant has been their whole life and it can be tough for them to make the transition" (Congressional Budget Office, 1993, p. 11).

The economic effects of dislocation can be measured in terms of unemployment benefits costs and lost tax revenue, but what of the human costs? Disbelief, guilt, fear, isolation, family stress, and personal depression are but a few of the psychological barriers that dislocated workers bring to counseling sessions (Miskovic, 1987b; Rosenbaum & Zirkin, 1986). Madill, Brintnell, Stewin, & Montgomery, (1990) found that the greater the occupational shift, such as unemployment or a reduction of income, the lower the general health of the worker. Brenner (1973, 1977) reported a relationship between economic downturns and mental health hospital admissions as well as an array of general health problems.

While it is a fact that jobs are lost even during periods described as "booming," the problem of job loss becomes even more severe during recessions, such as those that began in mid-1990 and extended through 1991 (Gardner, 1993). Recessions combined with a changing economy, a tight job market and changes in consumer demand, technology and skill requirements have made closings a more serious problem (Levine, 1992; Wolansky, 1984). Against this national backdrop in 1991, significant changes were being experienced by workers in the nation's media industry, especially among newspapers.

A review of America's one-newspaper markets by Feinsilber (1991) in December, 1991, found that: the Dallas Times-Herald ended a 106-year intra-city rivalry with another daily by closing in 1991; the 172-year-old Arkansas Gazette closed in 1991; Louisiana's largest evening newspaper, the 149-year-old State-Times of Baton Rouge closed in 1991; another Louisiana newspaper, the 96-year-old Shreveport Journal closed in 1991; the Evening Press (Portland, Maine) closed in 1991; the Hudson Dispatch (Union City, N. J.) was bought out by a nearby competitor in 1991, leaving that city with no locally-published newspaper; and the daily Knoxville Journal became a weekly. The jointly-owned San Diego Tribune and San Diego Union announced plans to merge early in 1992 and the Richmond (Va.) News-Leader informed its readers that it would cease publication in June 1992. In addition, two other daily newspapers closed in 1991: the New York City Tribune and The National, a national sports newspaper published in New York (Flournoy, 1991).

Other dramatic changes were being faced by the media in Louisiana's capital city, Baton Rouge. Bonin (1992) reported that "1991 will go down in the history books as a year that many Baton Rouge media outlets would rather forget" (p. 1-H). In Baton Rouge alone during 1991, the following media events occurred in addition to the closure of the State-Times: the news magazine, Gris Gris, was closed; two television stations laid off workers; and a local sports magazine, Tiger Rag, was forced to make cutoffs. Of these negative events occurring in Baton Rouge during 1991, closure of the State-Times was the most severe. The State-Times was owned by Capital City Press, which also owned that city's other daily newspaper, the Morning Advocate. A total of 132 workers from both newspapers were told on July 12, 1991, that they would be laid off when publication of the State-Times ceased on October 2, 1991, leaving Baton Rouge with only one daily newspaper.

The State-Times published two national stories over the next two months from one of its wire services that cast a dim view of the future of newspapers. In August, Black (1991) wrote that "journalists are pessimistic about the future of newspapers and increasingly see themselves as the last of a dying breed, like a 'cowboy on a dinosaur ranch,' according to a national survey . . ." (p. 11-C). A month later in September, Fiedler (1991) wrote that newspapers are not reaching the average newspaper reader and "we aren't providing the news that connects with her (or his) life" (p. 7-B).

While 1991 was an eventful year (indicated in the paragraphs above) as far as national, state, and local newspapers were concerned, the trends of layoffs and closures apparently have since changed. A search of an Advocate database (The Advocate, a daily newspaper in Baton Rouge, Louisiana) of news stories from March 1992, through December

1993, by this researcher revealed no stories dealing with the references "newspaper closures and layoffs," "newspaper layoffs," "newspapers and layoffs" or "future of newspapers."

A Study of Workers Laid Off by Capital City Press

A Capital City Press company-wide memorandum dated March 26, 1991 (see Appendix A), circulated stating

> ". . . senior executives . . . to discuss the current financial position of this company and . . . possible steps to improve our position . . . although our problems are serious, we are not in a crisis situation at this time. The steps we are undertaking now are being taken to assure that this will never occur" (R. A. Dardenne, personal communication, March 26, 1991).

However, 90 days later, on June 21, 1991, Capital City Press of Baton Rouge, Louisiana, corporate publisher of that city's two daily newspapers, announced it was planning to suspend publication of the afternoon newspaper, the State-Times. Less than a month later, on July 12, notifications were given to 132 employees of the corporation that they would be laid off when the State-Times formally closed on October 2, 1991.

The management memorandum of June 21 (see Appendix B) stated the decision to cease publication of the State-Times had ". . . become absolutely necessary due to the continued erosion of our State-Times circulation, as well as the erosion of our advertising revenue" (D. L. Manship, personal communication, June 21, 1991).

The layoff notices affected most departments in the company, and management reported in the formal letters of termination (see Appendix C) that decisions regarding which employees would be retained for continued employment were based on ". . . who would best fit the remaining positions in their restructured department" (R. A. Dardenne, personal communication, July 11, 1991). Employees were told that no "bumping rights" existed in the layoff. Employees targeted in the layoff also were informed that they would be retained until the October 2 closure date if they ". . . performed their assigned duties in a satisfactory manner" (R. A. Dardenne, personal communication, July 11, 1991,). On the official closure date, each terminated employee was to receive four weeks of severance pay. The termination package given to each laid-off employee also included a selection of available assistance services and benefits, including unemployment compensation.

Some of these aforementioned services included group meetings for all terminated employees with representatives from the company's Employee Assistance Program to help deal with the emotional concerns of being laid off, and seminars by local financial brokers and Certified Public Accountants to instruct all laid off employees in tax problems associated with Employee Stock Ownership Plan payments. Representatives from the State Unemployment Office also explained all the ramifications involved in drawing unemployment compensation, while the company's Human Resources Department detailed how to continue medical and dental insurance under the provisions of the Consolidated Omnibus Budget Reconciliation Action (COBRA) regulations (federal law).

Announcement of the plans to cease publication of the State-Times earned top coverage among other Baton Rouge media on the day of the announcement. The newspaper's final press run was also a major story for the Baton Rouge media which included interviews with company management and some laid-off workers.

On October 2, 1991, shortly after 1:00 o'clock p.m. the last copies of the State-Times were being printed at the company's Bluebonnet Drive production plant. Of the original 132 workers targeted for layoff, 123 were still employed on the final day of the paper; the other nine had already resigned of their own free will with satisfactory performance records.

One year later, on October 1, 1992, the primary headline on Page 1 of The Advocate's Business Section proclaimed "Capital City Press returns to profitability" with a subheadline confirming that "Cost-cutting moves bear fruit in a year" (Lamb, 1992, p. 1D). Lamb (1992) reported that the State-Times closure and resulting layoffs saved the company an estimated $5.1 million annually and led to the return of profits.

While The Advocate's headlines told of the company's new-found profitability on the anniversary of the layoff, many of the employees dislocated by closure of the State-Times were still struggling to understand just exactly what had happened. Company documents revealed a discrepancy between what management said on March 26, 1991, and what management finally did on June 21, 1991. Therefore, the 132 workers found themselves disenfranchised and facing critical decisions with little time to respond to such a traumatic change, both in their personal life and in their professional life.

Statement of the Problem

Since newspaper closures usually result in one-newspaper markets, workers dislocated by closure of a newspaper typically have no opportunity to find employment in a similar local newspaper occupation utilizing their specialized skills. For all practical purposes, Baton Rouge, Louisiana, is a "one-newspaper town" although two daily newspapers had been published locally since the early 1900s. Capital City Press owned both daily newspapers in Baton Rouge, The Advocate and the evening paper called the State-Times, with both produced essentially by the same staff.

The major question facing the 132 laid-off employees was where, and how, can a newspaper worker find comparable employment in a "one-newspaper town?" Many of the terminated workers had spent virtually their entire careers with Capital City Press. What must one do? Does one retrain for another occupation? What encouragement does one have to retrain when current tax laws prevent the deduction of any expenses incurred from retraining? Does one relocate? Many had spouses in well-paying jobs. Many had school-age children. Does one ask his/her spouse to give up his/her career and move? Do they withdraw their children from school only two months into the school year? With an already tight job market, just what can one do? Mixed responses and feelings could call for creative uniqueness in addressing personal and professional pursuits.

Other questions also must be answered. Does time make a difference in the lives of dislocated newspaper workers? Does the pain of being laid off ease with time? Do the shock, frustration, and emotional peaks and valleys remain? What is the extent of the emotional and economic impact imposed on these dislocated workers at the time of the layoff and several months later? What, then, can be done to lessen the impact of such traumatic changes?

All of the issues and questions identified above relate to the concept of occupational mobility of workers. The purpose of this study was to describe the personal and occupational mobility characteristics of dislocated newspaper workers and the residual effect of their separation and unemployment.

Objectives of the Study

The following specific objectives were developed to serve as guidelines for inquiry by this researcher:

(1) Describe the workers dislocated by the State-Times newspaper closure using the following demographic characteristics (all at the time of separation from the newspaper): (a) gender, (b) age range, (c) race, (d) educational background, (e) marital status, and (f) number of

children living at home. Current financial status and current marital status also were examined.

(2) Describe the dislocated newspaper workers' employment history and the employment history of the spouse, including any perceived residual effect by the newspaper worker's dislocation.

(3) Describe the occupational mobility of workers dislocated by the closure of the State-Times newspaper.

(4) Describe the economic impact and the emotional impact on workers dislocated by the closure of the State-Times, as perceived by the dislocated workers.

(5) Determine the self-described attitudes and perceptions of the workers regarding their dislocation from the newspaper.

(6) Describe dislocated newspaper workers' perceptions of occupational programs offered by educational institutions to prepare individuals for the work force.

Definitions

With the exception of six of the total 26 units (administrative, classified advertising, display advertising, educational services, human resources, and national advertising), all work areas of Capital City Press had some workers dislocated from their jobs. Therefore, for clarity and understanding of the scope of the dislocation, and for the purpose of this study, the following terms were operationally defined. The terms and definitions are listed in alphabetical order.

Career-building workers -- Those who are upwardly mobile and have defined long-range goals (Avedon, 1991).

COBRA -- The Consolidated Omnibus Budget Reconciliation Act. The federal act "contains provisions giving certain former employees, retirees, spouses and dependent children the right to temporary continuation of health coverage at group rates" (Pension and Welfare Benefits Administration, 1990, p. 2).

Dislocated workers -- Those "who have become unemployed because of plant closings or permanent layoffs resulting from technological change, foreign competition, consumer preference changes, poor economic conditions at the national, state or local level and most probably will not return to previous occupations" (Louisiana State Department of Employment and Training, 1991, p. 1.)

Displaced workers -- Those "who have lost or left a job because of a plant closing, an employer going out of business, a layoff from which [they were] not recalled or other similar reason" during the five years preceding each Bureau of Labor Statistics labor force data collection survey (Congressional Budget Office, 1993).

EDWAA -- The Economic Dislocation and Worker Adjustment Act of 1988 (P.L 100-418). Qualifying criteria as a displaced (or "dislocated") worker eligible for services under EDWAA include those individuals who:

> (A) have been terminated or laid off or who have received a notice of termination or layoff from employment, are eligible for or have exhausted their entitlement to unemployment compensation, and are

> unlikely to return to their previous industry or occupation;
>
> (B) have been terminated or have received a notice of termination of employment, as a result of any permanent closure of or any substantial layoff at a plant, facility, or enterprise;
>
> (C) are long-term unemployed and have limited opportunities for employment or reemployment in the same or a similar occupation in the area in which such individuals reside . . . ; or
>
> (D) were self-employed . . . and are unemployed as a result of general economic conditions in the community in which they reside or because of natural disasters . . . (Congressional Budget Office, 1993, pp. 31-32).

Erratic workers -- Those who have trouble getting and keeping a job because of personal problems (Avedon, 1991).

Mobile workers -- Those who seek change in their work lives and who have abilities that allow them to change jobs with little difficulty (Avedon, 1991).

Occupational mobility -- The ability of workers to move from one occupation and/or job location and the factors affecting that move. Following are some of those factors: imperfect occupational matching, education or training, specific skills, increases or decreases in industry worker requirements, and movement along a career path (Sicherman, 1989).

Stable workers -- Those who have established themselves in jobs and intend to remain until retirement because they dislike change (Avedon, 1991).

The following terms are specific to the newspaper units at Capital City Press at the time of dislocation of the 132 workers. The terms and definitions are listed in alphabetical order.

Administrative -- Those persons in management and management support positions.

Accounting -- Responsible for the financial records of the company.

Art -- Offered support services through graphic arts and hand-drawn materials for the advertising, news, and public relations and promotions departments.

Building -- Responsible for the maintenance of the physical plant in the areas of carpentry, electrical, plumbing, paint, janitorial, and repair.

Circulation -- Maintained subscriptions and directed the efforts of the independent delivery personnel and the mailroom.

Classified Advertising -- Handled all miscellaneous "want ads," and real estate, automobile and legal advertising.

Composing -- Actually "puts the newspaper together." It processed all news and advertising copy and placed the type on sheets simulating a newspaper page.

Credit -- Any credit extended to advertisers must be approved by this department. It also served as the collection arm of the company.

Dispatch -- Responsible for delivering "proofs" or copies of advertisements, before publication, to the advertisers, who had the opportunity to make corrections or give their approval before the advertising was published.

Display Advertising -- Often called the newspaper's "advertising department," this department developed and sold the locally-based advertising for all areas or sections of the newspaper except classified.

Educational Services -- This department coordinated various activities involving the newspaper with schools in the newspaper's coverage area. The thrust was to teach young people the importance of reading the newspaper.

Engineering -- Responsible for maintaining all of the mechanical equipment in the physical plant.

Engraving -- This department made negatives of the "simulated" pages prepared in Composing, then prepared printing plates used in the printing of the newspaper. It also used special equipment to ready all photographs for the printing process.

Human Resources -- Most commonly called the personnel department, this area maintained records on each employee and coordinated all employee benefits programs.

Library -- In addition to providing thousands of volumes of publications for research, this department filed copies of each day's newspapers with the various databases, some of which were made available to the public for a fee.

Mailroom -- Although the name is considered a misnomer among newspaper professionals, this department mailed some copies of the paper to subscribers. However, its major responsibility was inserting preprinted advertisements into the newspaper and issuing the correct number of papers to each independent delivery person.

Management Information Systems -- This was the data processing center of the newspaper, which used its computer systems to keep all management personnel informed regarding the newspaper operations.

National Advertising -- Another of the advertising departments, this department sold and processed advertising involving companies and agencies outside the metropolitan area. It also arranged the advertisements on each page of the newspaper.

News -- This department prepared and processed all news material, except sports news. It was usually divided into general, society, business, religion and local news.

News Features -- The focus of this department was the production of the specialty sections of a newspaper, such as Fun and the Sunday Magazine in The Advocate.

Photography -- This department was responsible for all photographs in the newspaper. In addition to its staff taking all local pictures, the department maintained the Associated Press photograph machines and usually operated a commercial photography studio.

Press -- This department took the page plates from Engraving, installed them on the presses, and managed the printing and collating of the newspaper.

Public Relations & Promotions -- Its main responsibility was enhancing the positive public image of the newspaper. In addition, it promoted and coordinated various events sponsored by the newspaper and produced all in-house publications.

Sports -- It reported news from local, national and international sports events.

Switchboard -- This department handled all incoming, outgoing and interdepartmental telephone calls.

Technical Services -- All computer equipment maintenance and repairs were handled by this department.

Most of the workers losing jobs from closures and cutbacks are stable workers (Avedon, 1991). Daily newspapers generally offered stable workers a stable place to work. However, the State-Times was just one of 16 daily newspapers, mostly evening, that closed nationwide during 1991-1992, creating one-newspaper markets (Lamb, 1992, p. 2D). Lamb (1992) reported that the number of evening papers have decreased from 1,459 in 1960 to a current total of 1,034.

In the face of the downsizing and closure trends, national newspaper associations have begun gathering data on the victims of the trends (P. J. Renfroe, personal communication, October 21, 1992). However, these organizations have not conducted any formal survey or inquiry into the perceptions of newspaper workers regarding their occupational mobility and the economic and emotional impact of dislocation.

Results of this study, then, could fill a void in the literature. The data will provide useful information to professional associations of newspaper publishers and other private and public organizations studying the occupational mobility of dislocated workers in general, and newspaper workers specifically. The experiences of the Baton Rouge State-Times workers will be valuable in preparing other newspaper workers who become threatened with loss of their jobs.

Employers and private counselors may use this data to enhance current outplacement programs. Future counseling could focus on specific employability skills in which most newspaper workers have little experience for reference. Avedon (1991) states that few, if any, dislocated "stable" workers have ever contemplated their job skills. The results of this study will reaffirm the significance of counseling the "whole" person.

This study will document the actions taken by a major metropolitan employer to close a landmark institution, the changes required of dislocated workers, and the mobility issues in economic and personal crises. The focus of this endeavor goes beyond the job-specific technical skills of individual workers and the educational institutions' responsibilities for preparing individuals for life's work and careers. Additionally, the focus must be on factors affecting people, as well as their emotional, psychological, physical, economic, and other related aspects of change and dislocation of the newspaper workers from employment.

Reports, such as those compiled and disseminated by government agencies and by those who are users of public records, are found in the literature regarding dislocated workers. However, the source of their data is primarily from employers rather than from the employees dislocated from their occupations. The base-line data gathered in this study are not operationalized on theory alone, nor from employers, but from actual responses of those directly affected, the employees. The specific population responses describe the needs and concerns of those dislocated from the newspaper occupation. This study will help fill the void of realism here-to-fore found lacking in the literature.

CHAPTER 2

REVIEW OF RELATED LITERATURE

Selected aspects of the occupational mobility of workers and the effects of dislocation on workers have been studied. These studies have ranged from simple surveys to the most sophisticated research methodologies. Taylor and Covaleski (1982) reported that considerable time and effort have been spent attempting to develop models that explain the job-turnover behavior of individuals. However, no mention in the literature regarding the occupational mobility of workers dislocated by closure of a newspaper was found by this researcher. Tharp (1988) examined the effects of employee turnover and mobility at small daily newspapers (under 25,000 circulation), but the study dealt only with editors and reporters who were fired, retired, laid off, left for other reasons or left one newspaper to work for another.

Given the body of literature devoted to occupational mobility and dislocation of workers, the following review of related literature is focused on research specifically related to the objectives of this study.

Occupational Mobility Of Workers (OMW)

The 1980s saw substantial change in the American labor scene. Despite two recessions in three years during the early 1980s, the decade still boasted the longest peacetime expansion in the country's history, with the work force growing by 21.5 million and with 57% of all working-age women participating in the labor force (Plunkert, 1990). However, between 1985 and 1989, when 11.7 million jobs were created, 4.3 million workers lost their jobs due to plant and business closings, position extinction, or lack of demand for their skills. Such job loss during a period of economic expansion was particularly significant when compared to the 5.1 million jobs lost during the recession of 1981-1982 (Herz, 1991).

As a result of the declining economy in the 1980s, employment numbers changed and so did employment patterns. A study conducted by Stinson (1990) in May, 1989, indicated that 7.2 million Americans (6.2% of the total work force) were holding at least two jobs, compared to 5.7 million in 1985 and 2.5 million in 1980. The 1989 rate was the highest in over 30 years (Stinson, 1990). Zornitsky, Kulik, & Seitchik (1986) reported that the increasingly rapid pace of change in the American economy has resulted in a decrease in worker mobility. Three reasons for this decrease were postulated: larger numbers of married women in the work force, escalating residential costs, and limited earning gains associated with geographic relocation.

Reaction to Occupational Mobility of Workers (OMW)

In summarizing a growing concern of the 1980s, the congressional Office of Technology Assessment reported that unless an effort is made to improve the abilities of all American workers, the United States will be ill-prepared to compete for high-paying, high-tech jobs which, therefore, may go to the work forces of Germany or Japan. The inequality between employment demands and employee skills in the United States eventually will result in there being "too many people who can qualify only for the least demanding of jobs, too many who will not be able to advance, and too few with the skills needed to drive innovation and economic growth" (Department of Labor, 1990, p. 2).

Suggestions have been made for improving skills in the work force, including cooperation between industry and typical training providers (such as community colleges) and cooperation between labor and management to reach those workers whose training needs are not being met. A controversial idea put forth was the levying of a "training tax" on employers which would require contributing either a percentage of their payroll to a federal fund for employees' training or a similar amount to an investment fund for the training of their own employees.

Projections and OMW

From 1988 to the year 2000, the U. S. economy is expected to add an average of 1.5 million jobs a year, a rate slower than the previous 12-year period when jobs were created at a rate of 2.3 million a year (Personick, 1990). More women, senior citizens, minorities, and disadvantaged people will hold these new jobs than ever before (Jones, 1988).

The work force will be affected by the growing numbers of acquisitions and mergers that leave many without jobs. Job turnover will increase during the decade as job-switching becomes more prevalent and as the size of the 18-to-24-year old entry-level worker group decreases by 20% (Wakin, 1990). Because of a perceived reduction in employment security, "job grazing" by college graduates pursuing what they perceive as the "perfect" position is resulting in increased employer concern over this group's workplace stability; this concern may result in less willingness to hire (Birch, 1990).

> In addition, the labor pool will be comprised of fewer and less qualified individuals available for recruitment. When addressing this situation, companies will:
> 1. pay higher wages to attract and retain the best employees, 2. provide basic training for immigrants and retraining for professional level employees to meet an evolving marketplace, and 3. reevaluate policies that discourage women, older persons and the disadvantaged from entering the work force. Innovative employers already are examining flexible work hours and job sharing as well as maternity and paternity leave (Jones, 1988, p. 14).

The strategy of encouraging the older worker to re-enter the work force already is under way in many industries, particularly in the fast-growing service sector. Due to the slowdown of the baby boom in the late 1960s, these industries were the first and hardest hit, and they turned to the retiree for the solution (Thompson, 1991).

Work Force and OMW Considerations

As the recession lingers into the 1990s, companies are exploring and implementing expense cutbacks such as layoffs, and more are expected through the decade ahead (Cummins, 1991). Networking will gain in importance during the 1990s, especially among professionals. For workers in the year 2000 "a network of good contacts will be essential to moving up, out and around professionally" (Thaler-Carter, 1991, p. 22). Carey (1988) agreed that such movement is a characteristic of the United States work force. Within any 12-month period, one in five workers will either enter or return to an occupation different than that in which he or she worked during the previous 12-month period.

While income and job title have received the most attention in studies of career success, Gattiker & Larwood (1987) found that the best predictors of both career success and a person's mobility were demographics "such as years in career, education, age, marital status and number of children" (p. 15). They questioned the usefulness of career strategies in predicting success and mobility. On the other hand, Falvey (1988) stressed the importance of career strategies in planning for mobility, with workers managing their own careers and establishing peer contacts along their career paths.

According to Mitchell (1982), the promise of a pension is the strongest determinant in a worker's decision to remain in his or her current job. The probability of a male worker leaving his job drops by 20 percent when a pension promise is made; the probability among female workers is somewhat less, "but still significantly from zero" (p. 297). Bartel (1982) found that certain attributes of some jobs determine mobility across male workers in different age groups. Young men will quit repetitive jobs more quickly than older men while the perception that working conditions are bad will cause the older male to quit before the young male. Valletta (1991) observed a positive relationship between length of time on the job and the duration of joblessness for males, supporting the premise that human factors boost previous (lost) job salary above new (offered) job salary. Podgursky and Swaim (1990) reported that for male workers, job mobility decreased as length of time on the job increased.

Education and Training Factors

One of the most significant factors affecting the labor market during the 1980s came when the United States lost its competitiveness among the world's leading economies (Imel, 1990). The incompatibility between available jobs and available workers is expected to increase in the 1990s as the available jobs require post-secondary education and training while the available workers lack advanced education.

A negative relationship between level of schooling and mobility of workers was identified by Sicherman (1990). This negative effect is described as resulting from higher-educated workers having careers comprised of fewer occupations which reduces the probability of mobility. However, as time in the labor market increases, this negative effect decreases.

In contrast, most studies have demonstrated a positive relationship between education and worker mobility. According to Levitan and Gallo (1991), greater regard to basic rather than specific job skills would result in greater adaptability in the work force, since it is difficult to project labor scarcity in individual professions. They recommended that national achievement standards be adopted at each level of schooling. The Research and Policy Committee (1987) reported that educational reform should emphasize the attitudes and skills needed to fill the high-skill technological jobs.

Hachen (1990) conducted a telephone survey of 1,498 workers in his study of job mobility rates. The analysis included three models: reward-resource, limited opportunity, and vacancy competition. Hachen found that increased education results in increased job mobility. Borsch-Supan (1990) discovered that the higher the level of educational attainment the more likely it will inhibit worker occupational mobility. However, higher education increases a worker's geographic mobility. Sell (1983) also found that upper educational and socioeconomic status influenced a company's decisions of who will be transferred. Carey (1988) reported that college graduates will stay in their current occupations longer than those with less education.

Lewis (1980) predicted that lifelong learning through adult education will intensify as baby-boomers experience more difficult times uprooting older, more experienced workers from their jobs. Consequently, educators will be encouraging these workers to consider both lateral and vertical mobility in their careers. Fitzgerald (1985) stated that many workers are severely limited because of a lack of basic skills that may be transferred within the job market.

He also suggests that these skills are more readily learned in the work environment than in school. However, Taylor and Grandjean (1981) say educators should not sacrifice teaching mastery of a specific subject matter in an effort to intensify the learning of transferable skills.

Zornitsky, Kulik, and Seitchik (1986) stated that despite a rapidly changing economic climate since the mid-1970s, worker mobility may have actually declined due to more limited benefits associated with geographic relocation (which occurs more frequently with displaced workers), escalating housing costs, and increased participation of married women in the work force.

Relocation and the Family

Turban, Eyring, and Campion (1990) investigated factors affecting relocation of workers when an entire facility relocates. Although this study dealt specifically with highly-educated professionals and, despite the fact that it was completed after relocation decisions had been made, important influences on these workers' decisions to transfer laterally with a company were identified. These factors included workers' length of time in the community, their perceptions of their new positions, their degree of job involvement, and how they perceived the inconvenience of the move. Contrary to expectations, they found that the number of children and other employee demographics were not factors relating to relocation decisions.

Noe, Steffy, and Barker (1988) found that employees who have lived for only a short time in the community were more willing to relocate. These workers were described as being in the early stages of their careers and expressed little desire to remain in their current jobs.

While relocation may translate into increased income and career advancement, Ammons, Nelson and Wodarski (1980) found that relocation often is a source of stress for the relocating family and may create traumas for individual members of the family. Women are most adversely affected. They were found to experience boredom, depression and loneliness more often than men. Additionally, women usually were less enthusiastic about relocation than men.

Erkut and Fields (1983), in their study of relocation of families in which both spouses had careers, found that the career of the spouse whose job precipitated the move was usually advanced by the relocation while the trailing spouse's career was disrupted disproportionately. In cases where the husband's job caused the move, the husbands tended to lack empathy for their working wives. Shahnasarian (1991) reported a relationship between the career development of the relocated spouse and the mental health counseling needs of the trailing spouse. Understanding the feelings and needs of the spouse who follows was considered a vital element in a successful relocation decision.

The findings of Stroh and Brett (1989) contradicted most of the stereotypes of children whose families move frequently, including difficulty meeting new friends, lack of self-confidence, and the severe general disruption of their lives. Their study showed a positive relationship between the amount of time spent in activities after the move and the number of activities in which the child was involved before the move. The mother's attitude toward both the move and the new neighborhood was also a significant factor, as was the number of previous moves by the family. The parents of children in Stroh and Brett's study "were predominantly college educated and middle income traditional families, with the father being the primary earner" (p. 12).

Career Plateauing and Nonplateauing

Milstein (1988) says "plateauing occurs when there is a long period of (occupational) stability and/or when there is little perception that progress is possible" (p. 2). Stout, Slocum, and Cron (1988), found that over a three-year study of nonplateaued and plateaued workers, the nonplateaued workers retained their drive for advancement, desire for promotion and their belief that they were marketable. During the same three years, plateaued workers showed less and less desire for advancement and avoided issues concerning their career.

Chao and Gardner (1989) found more negativity on the part of workers when they perceived that their careers had plateaued early in their careers. Plateaued managers, according to Near (1985), were more likely to miss work, express poor rapport with supervisors and experience health impairments. They also had lower educational levels than workers who had not yet plateaued and who considered themselves still highly mobile.

Hartman and Pearlman (1984) discovered a positive relationship between emotional sensitivity and the perception of plateauing among those workers who were convinced that no more opportunities existed. Those workers who had convinced themselves psychologically that they had plateaued also were found to be alienated both from their jobs and the community. Dawson (1983) stated that while a person can delay career plateauing, it can never be completely avoided. Therefore, employers should give more attention to job enrichment and adjustments in performance goals, and to lateral moves to delay the career-plateauing attitude.

Dislocated Workers

Miller (1983) described the displaced worker as one who has been removed from a job against his wishes with no prospect of reinstatement. Avedon (1991) stated that the majority of displaced workers generally are considered stable workers who obtain jobs with the intent of staying in that position until their retirement. This stability differentiates the dislocated worker from the recurrently unemployed (Clark, Nelson, & Rogers, 1985).

Four million workers were displaced from their occupations in the 1980s, a period typically recognized for rapid employment growth. Those who lost their jobs after 1985 found jobs more easily than those who lost their jobs earlier in the decade (Herz, 1991). These millions often were dislocated due to long-term layoffs, massive decreases in manpower, and factory closures (Hurst & Shepard, 1986).

During the 1980s, dislocation was higher among workers in rural settings, those who did not complete high school, and blue-collar workers (Swaim, 1990). In contrast to their metropolitan counterparts, rural dislocated workers were more likely to be unemployed longer, to be required to migrate, to change occupations, and to earn lower salaries in their new jobs.

According to Kletzer (1991), blacks were more likely to become displaced workers than were whites as a result of the types of jobs in which they are clustered. Blacks were more likely to be unemployed for longer periods than whites, with fewer opportunities for re-employment. Podgursky and Swaim (1986) also reported racial distinctions among dislocated workers using information obtained during the 1984 Displaced Worker Survey. They found blacks and Hispanics were more likely than whites to be displaced and male workers more likely than females.

Between 1970 and 1984, nearly a million automotive, steel, and rubber manufacturing jobs were lost in the northeastern and midwestern United States (Wolansky, 1984). In 1982 alone, approximately 1% of the nation's labor force in manufacturing became displaced workers as a result of plant closings (Wendling, 1984).

A major factor in the size of an area's population of displaced workers is a narrow economic foundation. In these situations, plant shutdowns and termination of major projects can have a heavy negative impact (Owens & Clark, 1984). Therefore, a single mass dislocation can often devastate an entire community (Secretary of Labor's Task Force on Economic Adjustment and Worker Dislocation , 1986). Owens & Clark (1984) also cited the "ripple effect" as contributing to the negative impact of dislocation in communities with a narrow economic base. Layoffs result in a loss of business for local retailers, services, and schools as dislocated workers leave an area in search of new employment.

The number of displaced workers is large, and their number is expected to increase (Miller, 1983). Of the 10 million workers who changed jobs in 1986, approximately 12.5% were dislocated workers (Markey & Parks, 1989). About half of these dislocated workers changed their occupation (Podgursky & Swaim, 1990).

Antel (1991) reported that persons who quit their jobs may obtain larger wage gains if they experience a period of unemployment than those who immediately begin work in another position; one postulated reason for this conclusion was that higher pay serves as compensation for higher costs associated with their job search. In contrast, workers who must change occupations as a result of dislocation generally earn smaller wages (Podgursky & Swaim, 1990).

Psychological Effects of Dislocation

The loss of a job has a profound effect on the life of the dislocated worker. Losing one's job is, indeed, a major life event, and has been compared to the death of a loved one (Congressional Budget Office, 1993). "Studies indicate that job loss places individuals at increased risk of poor mental health in terms of increased depression, anxiety, minor psychiatric morbidity, and decreased self-esteem and life satisfaction" (Caplan, Vinokur, Price, & van Ryn, 1989, p. 759).

Wegman (1983) concluded that

> "there are few areas where the relationship between mental state and physical health becomes as apparent, even as stark, as in studies of the health impacts of unemployment . . . The emotional and physical impacts are very severe and very negative, and this is true at all economic levels" (p. 12).

M. H. Brenner (1973) found a relationship between the admissions to mental hospitals in New York state with admissions increasing during an economic downturn and decreasing as the economy stabilized a year later. Another study by Brenner (1977) suggests that for every one percent increase in unemployment there is an increase in overall deaths, heart attacks, deaths from liver problems due to alcoholism, suicides, and homicides.

Many professionals who lost their jobs during the recession of 1971-72 reported an almost brutal insensitivity in the way they were laid off (Leventman, 1981). In many cases of the male workers, severe mental and physical effects were noted, including mental breakdowns, heart attacks, and divorce. Their problems intensified when their wives went to work to decrease the economic strain on the household. Clark and Nelson (1983) listed the following quotations as typical of dislocated worker responses: "Work is my whole life . . . Work is the meaning of life . . . Maybe there's something wrong with me . . . I feel like I have an arm and a leg cut off" (p. 4).

Maurer (1979) concluded that the loss of self-esteem following dislocation is a potential barrier to seeking, or finding, new employment. Based on interviews for his book, Maurer cites the American system of "glorifying" success at work as a problem for dislocated workers. Losing their jobs causes the workers to believe they do not measure up as human beings.

Maurer (1979) also found that the psychological problems of dislocated workers often begin with the layoff process itself with workers blaming themselves for their joblessness even when the decision was clearly out of their control. About 75% of the respondents to the study by Clark and Nelson (1983) were unhappy with the way their former employer handled the layoff. Most respondents, while expressing personal shock, disbelief, and anger, described the manner in which they were told of the layoff as cold and impersonal.

The Northwest Regional Educational Laboratory (1985) reported that dislocated workers may be faced with emotional problems, family difficulties, financial woes, physical maladies, antiquated abilities, and scholastic deficiencies.

Miskovic (1987b) observed that dislocated workers often must conquer feelings of disbelief, guilt, inadequacy, isolation, and fear when preparing for retraining programs. Hurst and Shepard (1986) likened the experiences of the dislocated worker and his/her family to that of an emotional roller coaster ride. Rosenbaum and Zirkin (1986) reported that of the dislocated workers who responded to a four-phase questionnaire, those who failed to find work described increasing difficulty with family stress, depression, and financial problems.

Not all dislocated workers, however, suffer severe psychological problems. Eby and Buch (1992) found that most white-collar workers respond to job loss as an opportunity for career growth. They utilized seven predictor variables to identify two psycho-social parameters of career growth through job loss: contentment with the new job, and the retrospective impression that the advantages of job loss overcome the disadvantages. The predictor variables used by Eby and Buch were: satisfaction with the previous job, activity level after job loss, financial impact, family support and adaptability, friend/co-worker support, and present emotional profile. Wegman (1983) discovered that some dislocated workers realized a positive change in their values after being laid off. Typical comments reflecting the changes included: "I'm more philosophical now" and "Prestige and power don't mean as much" (p. 5).

Economic Effects of Dislocation

The economic effects of losing one's job often forces the dislocated workers to seek sources of help which earlier may have been unacceptable avenues for them. Many of the dislocated workers are forced to turn to extended families, friends, community and/or government assistance programs for financial survival. For example, dislocated workers are more likely to "exhaust their [unemployment insurance] benefits without having found another job" (Congressional Budget Office, 1993, p. 28). During the 1980s, roughly one-third of all dislocated workers receiving unemployment benefits exhausted those benefits and still had no job.

Owens and Clark (1984) reported of the financial adjustments made by dislocated workers. Their six-state study was based upon interviews of a cross-section of those who were directly affected by layoffs and those in the agencies meant to assist them. To deal with the economic severity of their layoffs, the workers reported sharp cutbacks on "medical and dental care . . . entertainment and recreation expenditures were either sharply reduced or completely eliminated" (p. 3).

Most dislocated workers who find new jobs receive salaries well below those of their previous jobs, regardless of whether they had completed retraining programs (SMG Research, 1987). The Congressional Budget Office, in its 1993 report, found that "about one-third of all [dislocated] workers who found new jobs earned less than 80 percent of their old wages, however, and many in this group have very low earnings ratios" (p. 21). The findings of Rosenbaum and Zirkin (1986) also indicated that dislocated workers who do find new employment often must accept significant reductions in salary. These reductions often include significant cutbacks in benefits.

Education and Training Needs

The greatest dilemma with the American economy may be the undertraining of workers, not the dislocation of workers (Bendick, 1982b). Bendick suggested the implementation of a national program similar to that found in France where employers are required to contribute to a fund for the preservation and augmentation of workers' abilities. Otherwise, employee-funded pre-employment training and continuing education may become insufficient as wages fail to keep pace with the cost of such training. Barth and Reisner (1981) reported that of the estimated 2.2 million workers dislocated by plant closures and layoffs between 1975 and 1981, the typical dislocated worker was a less educated, older male earning reasonably good wages. Miller (1983) agreed, adding that most displaced workers belonged to unions, had many years of experience, and earned higher wages. Furthermore, Owens and Clark (1984) found that most dislocated workers were heads of households with few job-search skills.

A positive relationship has been observed between education and the likelihood of dislocated workers finding new employment (Podgursky & Swaim, 1986; Swaim & Podgursky, 1989). Better-educated dislocated workers also suffered smaller earning losses than those with less education. Clark, Nelson, and Rogers (1985) observed that while many dislocated workers possess evidence of an education, such as a high school diploma, many actually may be functionally illiterate, requiring a very different retraining effort.

Adelman (1988) suggested that higher education may hold the key to greater economic development by providing the nation's economy with a work force able to design and implement marketing strategies better than the current work force. He described a cycle in which this better-educated work force would then demand and support more education for others who follow.

Miskovic (1987a) attempted to address the issue of dislocation from a different perspective: she hoped to learn how to convince workers in declining fields to participate in current programs to circumvent projected dislocation. Miskovic described obstacles to retraining, including such factors as judging a job on its pay rather than on its place in their career paths. Many workers also reported disliking their jobs, having "fallen into" them rather than choosing them, and being afraid of changing jobs.

Bluestone (1983) reported that the trends toward deindustrialization and employment dualism observed in the United States were creating serious problems, including downward occupational mobility, increased unemployment, and greater inequality in income. He suggested that federal and state governments should consider a statement of three types of policies to help slow these trends: fiscal policy geared toward growth, industrial policy geared toward short-term protectionism, and labor policy geared toward restructuring the lower levels of the labor pool.

Bluestone (1983) also stated that reorganization of job distribution must occur concurrently with re-education of the labor force, and that this re-education should be continual throughout a worker's lifetime. To pay for this program, he suggested that students repay the government through a specific charge added to their regular federal income tax.

Unique Needs of Older Workers

According to the National Council on Employment Policy (1987), the problems of older workers have received little attention because of greater perceived problems of the younger "baby-boom" generation. But groups of older Americans, most notably the working poor, those with health problems, women out of the work force for lengthy time periods, and the dislocated are indeed experiencing significant difficulties.

The Council suggested the creation of a new job entitlement program, the "Older Americans Employment Program," for persons from 50 to 62 years of age as one means of increasing full-time employment in this group. Also, the Council recommended that the current Senior Community Service Employment Program change to include part-time job opportunities as a means for disadvantaged seniors to augment their earnings.

The graying of America is causing American colleges and universities to form new programs to enhance the work skills of older workers. According to Caro and Morris (1991), older workers are particularly susceptible to job loss and extended unemployment due to recent rapid changes in technology. Training programs should emphasize brevity, paying particular attention to training which results in rapidly obtaining new jobs or swift improvement in current job skills.

As the number of younger students decreases, community and vocational/technical schools can appropriate greater means to supporting the education of mature persons. Over the next few decades, the number of young adults joining the work force will decrease by one-third, while the number of procurable workers between 45 and 54 years old will increase between 10% and 16% (Caro & Morris, 1991). To sustain economic growth, it will be necessary to encourage older workers to either stay in the labor force or re-enter it.

Kinicki (1989) studied workers who had been notified they would be dislocated within one month and found that as a worker's age increased, the assumption of obtaining new employment decreased. Clearly, older displaced workers experience problems above and beyond those experienced by younger displaced workers. Because the issues of retraining, reemployment, and eventual retirement are invariably linked, decisions regarding any one of them affect the others (National Commission for Employment Policy, 1985).

Advance Notice of Layoff

Nord and Ting (1991) observed that advance written notice of plant closings had a positive effect on re-employment of dislocated workers and their income only when the notices were received at least 60 days prior to the closings. Swaim and Podgursky (1990) described similar findings for most work force groups, and Addison and Portugal (1987) reported the same trend for workers who did not draw unemployment benefits. One further argument for advanced notice is that neither worker productivity nor customer patronage appear to decrease upon advance notice of plant closure (Michel, 1988).

Prior to the passage of the Worker Adjustment and Retraining Notification (WARN) Act in 1987 which requires advance notice to workers facing imminent dislocation due to factory shutdowns and plant relocations, Brown (1987) found that approximately 67% of layoffs occurred with the workers receiving no advance notice. Somewhat different, but nonetheless disturbing, findings were reported the same year by the Division of Human Resources (1987). Its report stated that the average advance notice given to workers regarding plant closure or permanent layoff was seven days, with one-third of the companies giving no advance notice. Over 85% of the companies offered no assistance in terms of income maintenance, continued health insurance, counseling, and job search. Only five percent combined the aforementioned assistance with at least 30 days advance notice.

Michel (1988) reported that in 1983 and 1984, the average advance notice time given to white-collar workers and unionized blue-collar workers was two weeks, with the average for nonunionized blue-collar workers being only two days. Ruhm (1990) concluded that the effects of prior notification on the likelihood of the dislocated worker finding new employment vary widely among various population groups. On average, though, it had no significant effect on those who were unable to find new jobs. He also deduced that earlier studies had, in general, overstated the positive effects of greater advance notice, except when that notice was given at least two months prior to dislocation.

Michel (1988) calculated the potential savings in unemployment benefits for 1986 at 410 million dollars, twice the cost of current programs in place for dislocated workers. This was based upon findings that advance notice reduces unemployment by almost four weeks and that there were 772,000 workers receiving these benefits.

Wendling (1984) recommended that collective bargaining units discuss plant closures only when there is a real probability that such discussions can be fruitful. He further recommended that collective bargaining units permit a maximum of 90 days to pass between notification of impending plant closure and a resolution of the problem, even if that resolution is the actual closure of the plant instead of the desired new agreement allowing the plant to remain open.

Assistance Programs

Assistance programs have a beneficial effect on the earnings and reemployment rates of dislocated workers (Leigh, 1990). However, since most dislocated workers have little experience with job loss, most are unfamiliar with their local area's assistance programs and how to utilize their services (Clark, Nelson, & Rogers, 1985). This lack of information is one of the primary barriers to retraining and reemployment of dislocated office workers (Hall & Stewart, 1990). Miller (1983) has suggested that the most prominent feature of any short-term assistance program should be informing the dislocated worker of the availability of support services, and that government, labor, management, educational institutions, and local organizations share in this obligation.

Vocational counseling for dislocated workers should center on skills in which most have little experience. Since few, if any, have ever contemplated their job skills, informal coaching and practice might focus on developing such abilities (Avedon, 1991). Displaced workers may need training first in relating current abilities to the current job market and then in effectively marketing those abilities to prospective employers. Learning to approach these possible employers is an area in which dislocated workers may need assistance. Other important factors for successful assistance programs included training in interview skills and resume writing (Meyer & Ramey, 1986).

Greenwood (1987) described a program which attempted to combine certain elements into a cohesive force for improving career progression. Her program concentrated on providing emotional and financial support while teaching the dislocated worker how to set goals and how to look for a new job. The importance of the accurate assessment of a displaced worker's current intellectual, educational, and physical levels was underscored by Craig (1991). He stated that misjudging any of these factors can have devastating personal and financial consequences.

Wojcicki and Kaufman (1990) offered the Holistic Counseling Model as an example of one way to prevent these devastating consequences. In this model, the dislocated worker determines his or her own future in the labor force through active participation in the identification of his or her own needs and goals; the counselors guide the process and furnish support as needed.

Avedon (1991) agreed that different types of workers require different types of assistance. She acknowledged that successful outplacement depends on how far along in the coping process the displaced worker is, the complexity of the actions required for outplacement, the assets available to the dislocated worker, and the likelihood of reaching their targets. Wolansky (1984) stated that the expansion of vocational and technical schools in the United States should allow these institutions to respond quickly to the needs of large numbers of dislocated workers, particularly when those workers share existing skills, such as where plants are closed or when mass work force reductions are instituted. Because of the lack of partnership among management, labor, and educational establishments, attempts to retrain workers are often impeded by an inadequate commitment to make these programs available to employees in harsh economic times when unemployment rises and these programs are needed most.

Elliott (1988) stated that technical schools should not simply focus on retraining the dislocated worker. Instead, they should expand services to include programs which strengthen reasoning skills useful in setting goals and in making decisions.

Zornitsky, Kulik, and Seitchik (1986) examined government policies affecting dislocated workers and reached two conclusions: (1) available relocation assistance was underutilized; and (2) current programs covered under various administrative and planning guidelines lacked a consistent relocation strategy. Marschall (1986) discussed the importance of the role state governments should play in assisting dislocated workers. Listed among the state's responsibilities were encouraging greater teamwork among regional service providers and fostering schemes to assist the dislocated worker in accommodating the extraordinary restructuring presently occurring in the national economy.

The responsibilities of local government in assisting dislocated workers have been delineated in a report by the Texas Association of Private Industry Councils (1990). After examining existing programs regarding issues such as retraining, readjustment services, supportive services, and administration, the report concluded with the following recommendations:

> (1) extraordinary circumstances demand extraordinary response; (2) administrators must plan for flexible program response; (3) readjustment services should be supplementary to retraining opportunities; (4) orientation phase should keep expectations realistic; (5) program prerequisites cannot substitute for program services; (6) requirements for program certification must be simplified; (7) automated applicant tracking systems must be implemented; and (8) assessment process must be reformed (Texas Association of Private Industry Councils, pp. 37-44).

The United States Department of Labor (1986) concluded that while larger employers often seem to agree that they have some responsibility to aid dislocated workers, many fail to act in the time periods preceding, during, and following mass layoffs. Government response was reported as being generally poor as well.

Job-search assistance programs often offer more services than are necessary to most dislocated workers (Bendick, 1983); training should focus on those occupations where there are shortages, not on the dislocated workers themselves. However, Bendick (1982a) had stated earlier that most American workers are reluctant to make job changes, even when those changes are into a more favorable job market.

Cook (1987) concluded that dislocated workers in technical fields experienced less trouble finding new jobs than those in non-technical fields. Therefore, those in technical fields may require less assistance than those in non-technical fields.

Barth and Reisner (1981) compared programs in the United States to those in Canada. They concluded that the United States' programs should develop approaches which include factors characteristic of programs found in Canada. Those Canadian programs focus on a partnership between private industry and public bodies, adaptability, reduced bureaucracy, and utilization of currently available resources.

Bendick (1983) described an interesting trend in job-search assistance programs, that of "job clubs" in which groups of dislocated workers meet periodically for support. Papalia and Dai (1985) described a program which not only combined similar group programs with individual counseling, but which also teams the dislocated worker with the assets of both a local college and a leading local industry.

Cook (1987) studied nine regional or local programs in Michigan, Minnesota, Missouri, North Carolina, Texas, Ohio, Washington, and Wisconsin that were designed to assist the dislocated worker. He reported that, while each had higher placement rates than those programs under the federal Comprehensive Employment and Training Act, none offered any educational, motivational, or attitudinal screening procedures.

Steinweg (1990) suggested that counseling strategies for the dislocated worker should include elements which establish ties with local resources, maintain regular activities, cultivate social sustenance among peers, and encourage self esteem. Kinicki (1989) agreed that there is a positive relationship between a dislocated worker's self-esteem and the expectation that he or she would find a job upon being laid off. The higher a dislocated worker's self-esteem, the higher the expectation that he or she would soon find another job.

Supporting these beliefs are the findings of Kanfer and Hulin (1985). They examined dislocated workers after they found re-employment and found that in comparison to their still-unemployed counterparts, these workers were more secure in their job-seeking abilities and had employed more appropriate job-seeking actions.

The utility of programs which are designed to raise dislocated workers' self-esteem and lower their anxiety during retraining has been demonstrated by Rosenberg (1991). The community-college coursework studied in his research included employability skills and counseling as well as technical retraining. Three surveys completed during the program revealed that anxiety was initially caused by concern about a return to school after a prolonged period of time. At the end of the program, anxiety had shifted to worry about obtaining a job. Rosenberg (1991) stated that some anxiety was always present during the program, but that such anxiety might be beneficial in spurring the required internal changes required by dislocation.

Summary

Clearly, there is substantial evidence, and agreement, in the literature that losing a job has a profound effect on the individual. However, the burden is not borne by the dislocated worker alone. The hardship extends to other members of the family unit. Severe depression, negativity, and other medical and emotional problems also touch them as the result of a family member losing his/her job. There is agreement in the literature that the psychological and emotional problems of family members often parallel those of the dislocated worker. Many families face severe financial cutbacks after a working member of the household is disengaged from their occupation (laid off). These cutbacks can be severe to the point of deprivation of medical and dental treatment, canceling medical and life insurance, and eliminating entertainment and recreation. Substantial evidence also exists that the problem of employment dislocation in America holds grave implications for the future, ranging from educational needs and training programs to the personal plight of the older worker.

Studies have been conducted on workers dislocated from a wide range of industries, including automobile, defense, food processing, textile, and other manufacturing settings.

No studies have been found in the literature regarding workers dislocated from employment by closure of a newspaper. This void in the literature may have implied employment stability in the newspaper industry. However, the data collected in this study, based upon actual responses from dislocated newspaper workers, will fill that void in the literature.

CHAPTER 3

METHODOLOGY

This study was descriptive in nature. This chapter describes the target population surveyed, the instrument, and the procedures used for data collection and analysis. Questionnaires were mailed and data collected over two time periods -- six months after the State-Times closed, and 18 months after closure.

Population

The target population for this study was the group of 132 workers notified by Capital City Press management on July 12, 1991, that they would be laid off when publication of the State-Times was suspended on October 2, 1991. The names of the workers who were laid off (frame) were provided and verified by informants who must remain anonymous. Included in this dislocation were employees from the following departments: accounting, art, building, circulation, composing, credit, dispatch, engineering, engraving, library, mailroom, management information systems, news, photography, press, public relations and promotions, sports, switchboard, and technical services. The remaining six areas or departments had no layoffs. The sampling plan utilized in the study was a 100% sample of the defined population. This researcher had limited acquaintance with a few individuals within the population since he formerly was an employee of the same newspaper. However, the methodology of this study was designed to delimit bias. This still may be interpreted as a potential bias.

Instrumentation

A researcher-developed instrument was used for data collection. The instrument was developed over several months based on a review of the literature, individual experience, and practices in the Louisiana Job Link Center program for dislocated workers at the Louisiana State University School of Vocational Education. It was content-validated by a panel which included a newspaper professional not in the target population, a university professor, a business professional, a psychologist, and a writer-researcher in a scientific discipline.

Final instrument items were based on information from the literature, professional experiences and panel input to support the purpose and specific objectives of the study. Revisions suggested by the panel were incorporated in the instrument, and it was then resubmitted to the panel for revalidation.

Designed for a quick and easy response, the instrument contained four sections (Demographics, Employment History, Standard of Living Considerations, and Other Considerations) with a total of 41 items for the six-month mailing and 43 items for the 18-month mailing. Multiple-choice items requested respondents to select one answer from a given list and circle its corresponding letter. Many items included a blank choice where respondents could write individual specific or most appropriate response.

Section I related to Objective One and included seven items regarding respondent demographics including gender, age, race, education, marital status, and number of children living at home. Demographic information was based on an inquiry made by the metropolitan Job Link Center, a Job Training Partnership Act-sponsored program serving dislocated workers at Louisiana State University in 1989.

Section II related to Objectives Two and Three and examined employment history. These 19 items covered employment with the company, prior employment, and employment since leaving the company, if applicable. Issues addressed included number of years with the company, salary range, location within the company, number of jobs held prior to employment with the company, and current employment and salary if applicable. Similar questions were included for the respondents with a spouse working outside the home. A follow-up part was added to Item 15 of Section II for the 18-month survey. Respondents who currently were employed were asked to indicate what the percentage of their current salary was as compared to their salary immediately prior to separation from the newspaper. Relocation upon dislocation also was explored in this section.

Section III related to Objective Four and investigated perceived effects of dislocation on respondents' standard of living. These five questions included changes in lifestyle, if any, resulting from dislocation: leisure (i.e., travel, hobbies, dining out), household (i.e., groceries, energy, maintenance), and family (i.e., use of credit cards, insurance, child care). Health insurance issues and reliance on unemployment compensation benefits also were explored in this section.

Section IV related to Objectives Four, Five, and Six and explored other considerations, particularly respondents' attitudes regarding their dislocation and their perception of their job skills and job security when they learned of their pending forced separation from the company. Two items were added to this section of the instrument for the 18-month data collection period. Respondents were asked if professional counseling was sought after the layoff and to identify their support system since the separation. Finally, respondents were asked to make any recommendations whereby educational institutions could help better prepare workers for current and future job experience.

In an attempt to assure participants that confidentiality would be protected, a statement by this researcher was printed on the face of the instrument. The statement was "No reference to any individual who responds to this inquiry will be reported. Confidentiality will be respected and data from this inquiry will be protected by entry and analysis." Further, this researcher promised in the cover letters accompanying the mailings that "No one will ever know the identity of any person who cooperates in this project." To support that position, no visible codes were used on the instruments or the return envelopes (see Appendixes D and H).

Data Collection

The first mailing of the initial data collection period was made to the target population of 132 dislocated newspaper workers in March, 1992, and included the instrument (see Appendix D), a cover letter (see Appendix E) and a stamped return envelope. Twelve days after the first mailing, a follow-up postcard (see Appendix F) was mailed to the nonrespondents. Fourteen days after the postcard mailing, a duplicate copy of the instrument, complete with cover letter (see Appendix G) and stamped return envelope, was mailed to the nonrespondents. Six weeks after the initial mailing, a third copy of the instrument, also complete with cover letter, (see Appendix H) and stamped return envelope was mailed to the nonrespondents. A total of 64 respondents (48.5%) from the original list of 132 dislocated workers returned the questionnaire. In addition, five letters were returned with no forwarding address, and two individuals were known to have been rehired by the company. This yielded a total response rate of 51.2% of the accessible population of 125 persons at the six-month data collection period.

In order to ascertain if those who did not respond were statistically different from those who did respond, a telephone follow-up was made to randomly-selected nonrespondents. While some education research writers suggest that "the usual approach is to try to interview either personally or by telephone a small random sample (perhaps 10 percent) of the nonrespondents" (Ary, Jacobs, & Razavieh, 1990, p. 432), this researcher elected to increase the rigor of the follow-up by interviewing 25% of the nonrespondents ($\underline{n}$=16). Members of the nonrespondent group were selected for the telephone follow-up by using a random selection procedure.

"Research shows that respondents tend to differ from nonrespondents in characteristics such as education, intelligence, motivation, and interest in the topic of the research" (Ary, Jacobs, & Razavieh, 1990, p. 432). Therefore, each cooperating member of the nonrespondent group was telephoned and asked to answer all demographic items from Section I on the instrument. Additionally, and prior to telephoning the individuals, this researcher randomly chose 25% of the items ($\underline{n}$=9) from the remaining sections of the instrument (Employment History, Standard of Living Considerations, and Other Considerations). (See Appendix I). Some individuals voluntarily provided more information than requested by the researcher.

The statistical level of significance was set at $\underline{p}$=.05 a priori. A chi-square "goodness of fit" test was used to compare the respondent and nonrespondent group responses at six months for significant differences. However, there is some disagreement in the literature regarding the expected cell frequencies in categorical data analysis. Levin (1981), Pfaffenberger & Patterson (1981), Freund and Williams (1982), Kenkel (1984), and Agresti (1990) recommend that all the expected cell frequencies in categorical data analysis should be five or more. Lyman (1977) writes "this requirement is perhaps too stringent" (p. 270), and ". . .recommends applying Cochran's (1954) guidelines," which ". . .indicate that the approximation should be quite good if no E_i is less than 1 and no more than 20% of the E_i's are less than 5" (p. 270). Pfaffenberger and Patterson (1981) report that "the 'at least five' minimum expected frequency is not a hard and fast rule (some statisticians use three, and a few use one as the minimum)" (p. 642). Lyman (1977) indicates care should be taken in combining the categories, and Levin (1981) warns that by combining categories "we reduce the number of categories of data and will gain less information from the contingency table" (p. 405). In determining group response differences for the six-month survey, the 18-month survey, and for all other instances in this report where potential group response differences are pursued, this researcher combined categories as completely as possible prior to the tests. A few variables, though, still did not meet Cochran's guidelines and, where any differences are found, a parenthetical notation follows the probability value. Differences in responses of respondents and nonrespondents at six months were noted on three items: "Unemployment Benefits Used" at $\underline{p}$=.007 (Cochran's guidelines were not met); "Time

Period for Seeking Other Employment" at p=.02 (Cochran's guidelines were not met); and "Race" at p=.018 (see Table 1).

Table 1

Significant Differences (Pearson Chi-Square) Noted between Respondents and Nonrespondents at Six Months

Variable	F-value	DF	E_i's <5	Sig.
Unemployment Benefits Used	7.19263	1	0/0 (00.0%)	.007
Time Period for Seeking Other Employment	5.34079	1	1/4 (25.0%)	.020
Race	5.54113	1	1/4 (25.0%)	.018

The first mailing of the 18-month data collection period in February 1993 was made to the accessible population of 125 of the original 132 dislocated newspaper worker population. It included the instrument (see Appendix J), a cover letter (see Appendix K) and a stamped return envelope. Eleven days after the first mailing, a follow-up postcard (see Appendix L) was mailed to the nonrespondents. Thirteen days after the postcard mailing, a duplicate copy of the instrument, complete with cover letter (see Appendix M) and stamped return envelope, was mailed to the nonrespondents. Eight weeks after the initial mailing, a third copy of the instrument, also complete with cover letter (see Appendix N) and stamped return envelope, was mailed to the nonrespondents. A total of 73 respondents (58.4%) of the 125 accessible population returned the questionnaire during the 18-month data collection period. An additional nine questionnaires were returned by the postal service from members of the population who had moved with no forwarding address, one member of the dislocated worker group was deceased, and at least one other had been rehired by the company. This yielded a total response rate of 64% of the accessible population of 114 persons.

In order to ascertain if those who did not respond in the second data collection period were statistically different from those who did respond, a telephone follow-up was made to 25% of the non-respondents (n=10). Members of the non-respondent group were selected for the telephone follow-up by using a random selection procedure. Each member of the non-respondent group was telephoned and asked to answer all demographic items on the instrument. Additionally, this researcher utilized the same randomly-chosen items (n=9) used in the six-month survey telephone follow-up (see Appendix O) and requested responses to the selected items. All 10 persons contacted by telephone provided responses to the inquiry. No statistical differences were noted between respondents and nonrespondents in the 18-month data collection period. Therefore, this researcher concluded that the groups were similar and that the respondent group was representative of the accessible population in the 18-month data collection period.

Data Analysis

The data were analyzed using frequencies, percentages, and the chi-square test. The data are presented in order by objectives, followed by supplementary analysis.

CHAPTER 4

FINDINGS OF THE STUDY

The results of this study are based upon the objectives of the study. The objectives focused on: (a) demographic characteristics, (b) employment history, (c) occupational mobility, (d) economic and emotional impact, (e) attitudes and perceptions, and (f) transition educational opportunities for dislocated workers. The findings are organized by objectives.

Six months after dislocation from the newspaper, a survey was mailed to 132 former employees of the newspaper. There were 64 respondents to this inquiry. Eighteen months after dislocation, a second survey was mailed to an accessible population of 125. There were 73 respondents to the second inquiry, 50 of whom also had responded to the first inquiry. These 50 respondents will be referred to as the "common 50." There were 14 respondents ("other 14") to the first survey who did not respond to the second survey, and 23 respondents ("other 23") to the second survey who did not respond to the first survey. Thus, a total of 87 different dislocated newspaper workers responded to the inquiries. These 87 respondents will be referred to as the "87 different respondents."

Findings are reported by time periods of data collection (six months; 18 months). When appropriate, responses of the "87 different respondents" will be noted. Analysis was based upon frequency distributions for all variables in both the six-month survey and the 18-month survey. Some percentages in the tables do not add to 100 due to rounding.

Demographic Data of Respondents

Objective One of the study was to describe the dislocated newspaper workers on selected demographic characteristics. Variables examined included: gender, age, race, educational background, marital status at time of separation from the newspaper, current marital status, and number of children living at home at time of layoff.

The dislocated newspaper workers were asked to indicate their gender. Forty-four of the 64 respondents (68.8%) to the six-month questionnaire were male and 20 (31.2%) were female. Responses to the 18-month questionnaire reflected a total of 51 males (69.9%) and 22 females (30.1%). Of the "87 different respondents", 62 (71.3%) were male and 25 (28.7%) were female (see Table 2).

Table 2

Gender of Dislocated Newspaper Worker Respondents as Reported at Six Months and 18 Months after Separation from the Newspaper, Including the "87 Different Respondents"

	Six Months		18 Months		"87"	
Gender[a]	n	%	n	%	n	%
Male	44	68.8	51	69.9	62	71.3
Female	20	31.2	22	30.1	25	28.7
Total	64	100.0	73	100.0	87	100.0

[a] The n at the two time periods may differ according to the number of respondents other than the "common 50."

Respondents were requested to report their age ranges. In the six-month survey, 25 respondents (39.1%) in the 30 to 39 year old age group were laid off and 25 (34.2%) in the 18-month survey reported they were in that age group. Thirty-two respondents (50.1%) to the six-month survey were 40 years of age or older while 38 persons (52.1%) in the 18-month group reported their age at 40 years or older. For the "87 different respondents", over one-half of the respondents were 40 years of age or older (see Table 3).

Table 3

Age Ranges of Dislocated Newspaper Worker Respondents as Reported at Six Months and 18 Months after Separation from the Newspaper, Including the "87 Different Respondents"

Age Groups[a]	Six Months n	Six Months %	18 Months n	18 Months %	"87" n	"87" %
20 to 29	7	10.9	10	13.7	13	14.9
30 to 39	25	39.1	25	34.2	30	34.5
40 to 49	11	17.2	13	18.8	16	18.4
50 to 59	12	18.7	17	23.3	18	20.7
60 and Over	9	14.1	8	11.0	10	11.5
Total	64	100.0	73	100.0	87	100.0

[a] The n at the two time periods may differ according to the number of respondents other than the "common 50."

Respondents were asked to indicate their race. In the six-month survey, 56 respondents (87.5%) reported their ethnic group as white and eight (12.5%) reported they were black. In the 18-month survey, 59 respondents (80.8%) were white and 14 respondents (19.2%) were black. Of the "87 different respondents", 70 (80.5%) were white and 17 (19.5%) were black (see Table 4).

Table 4

Race of Dislocated Newspaper Worker Respondents at Six Months and 18 Months after Separation from the Newspaper, Including the "87 Different Respondents"

Race[a]	Six Months n	Six Months %	18 Months n	18 Months %	"87" n	"87" %
White	56	87.5	59	80.8	70	80.5
Black	8	12.5	14	19.2	17	19.5
Hispanic	0	0.0	0	0.0	0	0.0
Other	0	0.0	0	0.0	0	0.0
Total	64	100.0	73	100.0	87	100.0

[a]The n at the two time periods may differ according to the number of respondents other than the "common 50."

The dislocated newspaper workers were asked to report their educational background. Over one-fifth of the respondents at both data collection periods reported their highest level of education was a high school diploma, 14 (21.8%) in the six-month survey and 17 (23.3%) in the 18-month. Over one-third of the respondents at both collection points, 25 (39.1%) in the six-month group and 27 (37%) in the 18-month, had earned a bachelor's degree. Of the "87 different respondents", the educational background was as follows: less than high school: six (6.9%); high school diploma: 22 (25.3%); associate degree: one (1.2%); some college: 22 (25.3%); bachelor's degree: 29 (33.3%); master's degree: seven (8.0%); and no doctoral degrees (see Table 5).

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Table 5

Educational Background of Dislocated Newspaper Worker Respondents at Six Months and 18 Months, Including the "87 Different Respondents"

Education[a]	Six Months		18 Months		"87"	
	n	%	n	%	n	%
Less than high school	6	9.4	5	6.8	6	6.9
High school diploma	14	21.8	17	23.3	22	25.3
Associate degree	1	1.6	0	0.0	1	1.2
Some college	13	20.3	18	24.7	22	25.3
Bachelor's degree	25	39.1	27	37.0	29	33.3
Master's degree	5	7.8	6	8.2	7	8.0
Doctoral degree	0	0.0	0	0.0	0	0.0
Total	64	100.0	73	100.0	87	100.0

[a] The n at the two time periods may differ according to the number of respondents other than the "common 50."

Eight in-state (LA) and three out-of-state degree granting institutions of higher education were represented by the respondents who held a bachelor's degree. About half of the degrees were earned at Louisiana State University (see Table 6).

Respondents were asked to report their marital status at time of separation from the newspaper and at the time of the six-month survey. Forty-two (65.6%) of the dislocated workers reported they were married at time of separation from the newspaper while 40 (62.5%) were married at the time of the six-month survey (see Table 7). Forty-five respondents (61.6%) reported they were married at the time of separation

Table 6

Educational Institutions Granting Bachelor's Degrees of Dislocated Newspaper Worker Respondents at Six Months and 18 Months

Institution[a]	Six Months		18 Months	
	n	%	n	%
Louisiana State University - BR	12	52.2	11	50.0
Louisiana Tech	2	8.7	2	9.1
University of Southern Miss.	2	8.7	1	4.5
Northwestern La.	1	4.3	1	4.5
Loyola	1	4.3	1	4.5
McNeese	1	4.3	1	4.5
University of New Orleans	1	4.3	1	4.5
Nicholls State	1	4.3	1	4.5
Tulane University	1	4.3	1	4.5
North Texas State	1	4.3	1	4.5
Sam Houston State	0	0.0	1	4.5
Total	23[b]	100.0[c]	22[d]	100.0[e]

[a] The n at the two time periods may differ according to the number of respondents other than the "common 50." [b] Forty-one participants did not respond to this item. [c] Percentages do not add to 100 due to rounding. [d] Fifty-one participants did not respond to tnis item. [e] Percentages do not add to 100 due to rounding.

and 45 (61.6%) were married at the time of the 18-month survey (see Table 8).

Respondents were asked to report the number of children living at home at time of separation from the newspaper. Over 50% of the respondents reported that they had no

Table 7

Marital Status of Dislocated Newspaper Worker Respondents at the Time of Separation from Employment and at the Time of the Six-Month Survey

Marital Status	Time of Separation n	%	Six Months n	%
Single	14	21.9	14	21.9
Married	42	65.6	40	62.5
Separated	1	1.6	3	4.7
Divorced	7	10.9	7	10.9
Widowed	0	0.0	0	0.0
Total	64	100.0	64	100.0

Table 8

Marital Status of Dislocated Newspaper Worker Respondents at the Time of Separation from Employment and at the Time of the 18-month Survey

Marital Status	Time of Separation n	%	18 Months n	%
Single	20	27.4	19	26.0
Married	45	61.6	45	61.6
Separated	0	0.0	0	0.0
Divorced	6	8.2	7	9.6
Widowed	2	2.7	2	2.7
Total	73	100.0	73	100.0

children living at home when they were laid off. The six-month survey showed 33 respondents (51.5%) with no children living at home. Thirty-seven respondents (50.7%) in the 18-

month survey had no children living at home at the time of separation from the newspaper (see Table 9).

Table 9

Number of Children Living at Home at the Time of Dislocated Newspaper Worker Respondents' Separation from Employment

Number of Children[a]	Six Months n	Six Months %	18 Months n	18 Months %
None	33	51.5	37	50.7
One to Two	27	42.2	33	45.2
Three to Four	4	6.3	3	4.1
Five or more	0	0.0	0	0.0
Total	64	100.0	73	100.0

[a] The n at the two time periods may differ according to the number of respondents other than the "common 50."

Employment History of Respondents and Spouses

Objective Two of the study was to describe the dislocated newspaper workers employment history and the employment history of the spouse, including any residual effect noted by the newspaper workers dislocation.

Area of Employment at Newspaper

The dislocated newspaper workers were asked to indicate in which area of the newspaper they were working at the time of separation. Responses at six months indicated the largest number, 16 (25%) of the layoffs occurred in the news department, while 18 (24.6%) persons in the 18-month survey reported that they had worked in news. Nine respondents (14.1%) to the six-month survey and 11 (15.1%) at 18 months had worked in the press room while nine (14.1%) at six months and eight (11%) at 18 months had been laid off in the sports department (see Table 10).

Table 10
Dislocated Newspaper Worker Respondents' Employment Area at Newspaper

	Six Months		18 Months	
Area of Employment[a]	n	%	n	%
News	16	25.0	18	24.6
Press	9	14.1	11	15.1
Sports	9	14.1	8	11.0
Other	9	14.1	11	15.1
Composing	8	12.5	8	11.0
Circulation	6	9.4	5	6.8
Mail	4	6.3	7	9.6
Engraving	2	3.1	5	6.8
Art	1	1.6	0	0.0
Total	64	100.0	73	100.0

[a] The n at the two time periods may differ according to the number of respondents other than the "common 50."

Years Employed at Newspaper

Responses to the request for the number of years employed by the newspaper showed almost one-third of the laid-off workers, 20 (31.3%) in the six-month survey and 23 (31.5%) in the 18-month group, had devoted 20 or more years of service to the company. Both surveys indicated approximately 40% of the layoffs affected people with 15 years of service or more. However, 11 respondents (17.2%) at six months and 15 (20.5%) at 18 months had been employed less than five years with the company (see Table 11).

Table 11

Dislocated Newspaper Worker Respondents' Number of Years of Employment with Newspaper

Years of Employment[a]	Six Months n	Six Months %	18 Months n	18 Months %
Less than 5	11	17.2	15	20.5
5 - 9	15	23.4	15	20.5
10 - 14	12	18.8	14	19.2
15 - 19	6	9.4	6	8.2
20 or more	20	31.3	23	31.5
Total	64	100.0	73	100.0

[a] The n at the two time periods may differ according to the number of respondents other than the "common 50."

Salary at Newspaper

Respondents were asked to give their salary ranges prior to the layoff. Over half of the respondents at both survey time periods reported having an annual salary of $25,000 or more prior to the layoff. In the six-month survey, 39 respondents (60.9%) reported income of $25,000 or more while 41 (56.2%) in the 18-month survey reported that income level. Over 20% of the respondents were earning less than $20,000, 14 (21.9%) at six months and 15 (20.5%) at 18 months (see Table 12).

Employment Prior to Newspaper

The laid-off workers were asked if they were employed immediately prior to working at the Capital City Press newspaper. Forty-seven respondents (73.4%) to the six-month survey reported they were employed immediately prior to

Table 12

Dislocated Newspaper Worker Respondents' Salary Ranges at the Time of Separation from the Newspaper

Salary Range[a]	Six Months		18 Months	
	n	%	n	%
Less than $20,000	14	21.9	15	20.5
$20,000 - $24,999	11	17.2	17	23.3
$25,000 - $29,999	16	25.0	15	20.5
$30,000 - $34,999	15	23.4	14	19.2
$35,000 - $39,999	7	10.9	11	15.1
$40,000 or more	1	1.6	1	1.4
Total	64	100.0	73	100.0

[a] The n at the two time periods may differ according to the number of respondents other than the "common 50."

working at the newspaper while 17 (26.6%) indicated they were unemployed prior to joining the newspaper. In the 18-month survey, 53 respondents (74.6%) reported they were employed prior to working at the newspaper and 18 (25.4%) indicated they were unemployed. Two participants in the 18-month survey did not respond to this item.

While the formal closure date of the State-Times was October 2, 1991, some respondents to both surveys indicated that they left the company after receiving layoff notification, but prior to the closure date. In the six-month survey, four (6.3%) reported leaving in July, 1991, two (3.1%) in August, and two (3.1%) in September. The remaining 56 (87.5%) indicated that they remained with the company through the final day of publication. In the 18-month survey, 70 respondents (95.9%) reported that they remained through the final day, while one (1.4%) reported leaving in July and two (2.7%) in August.

Respondents were asked to give their employment position prior to working at the local newspaper. Of the respondents to the six-month survey who indicated they were employed immediately prior to working at the local newspaper, 16 (34%) reported that they were employed with another newspaper. Of those responding to the 18-month survey who reported being employed before joining the local newspaper company, 18 (37.5%) indicated they were working with another newspaper. Only two other positions were reported by more than 10% of the participants. Both of them were reported in the six-month survey and included sales clerk, seven (14%), and State of Louisiana, five (10.6%) (see Table 13).

Job Seeking Post Dislocation

Respondents were asked how long they waited after the layoff before seeking other employment. Twenty-four respondents (37.5%) to the six-month survey reported that they had not sought other employment at all, while 21 (29.6%) of those responding to the 18-months survey indicated they had not. About half of the respondents at each time period sought immediate employment after dislocation from the newspaper (see Table 14).

Employment Status at Data Collection Periods

Respondents were asked to indicate their current employment status. Thirty-seven of the respondents (57.8%)

Table 13

Dislocated Newspaper Worker Respondents' Employment Position Immediately Prior to Newspaper Employment

	Six Months		18 Months	
Prior Position[a]	n	%	n	%
Newspaper	16	34.0	18	37.5
Sales Clerk	7	14.9	4	8.3
State of Louisiana	5	10.6	3	6.3
Laborer	4	8.5	4	8.3
Secretarial	4	8.5	4	8.3
Teacher	3	6.4	2	4.2
U. S. Military	3	6.4	3	6.3
Artist	1	2.1	1	2.1
Guard	1	2.1	0	0.0
Driver	1	2.1	0	0.0
Sales	1	2.1	1	2.1
Self-employed	1	2.1	1	2.1
Electronics Technician	0	0.0	2	4.2
Advertising	0	0.0	1	2.1
Carpenter	0	0.0	1	2.1
Custodian	0	0.0	1	2.1
Fireman	0	0.0	1	2.1
Management	0	0.0	1	2.1
Total	47[b]	100.0	48[c]	100.0

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[a] The n at the two time periods may differ according to the number of respondents other than the "common 50."
[b] Seventeen participants did not respond to this item.
[c] Twenty-five participants did not respond to this item.

at the time of the six-month survey were unemployed and 27 respondents (42.2%) reported they had obtained employment. Twenty-nine (39.7%) were without a job at the time of the 18-month survey. Respondents to both surveys were asked to list the number of jobs interviewed for or sought after leaving the newspaper. Of the 26 responding at six months, nine (34.6%) had one to two interviews; three (11.5%) had three to four; three (11.5%) had five to six; and 11 (42.3%) had seven or more. Percentages do not add to 100 due to rounding. Of the 43 responding at 18 months, 19 (44.2%) had one to two interviews; seven (16.3%) had three to four; six (13.9) had five to six; and 11 (25.6%) had seven or more.

Table 14

Length of Time Dislocated Newspaper Workers Waited before Seeking Other Employment as Reported at Six Months and at 18 Months

Time Elapsed[a]	Six Months n	Six Months %	18 Months n	18 Months %
Immediately	29	45.3	34	47.9
1-8 weeks	6	9.4	5	7.0
1-10 months	5	7.8	11	15.5
Did not seek	24	37.5	21	29.6
Total	64	100.0	71[b]	100.0

[a] The n at the two time periods may differ according to the number of respondents other than the "common 50." [b] Two participants did not respond to this item.

Employed respondents were asked to indicate the month and year they started in their current employment position. Of the 26 respondents at six months who listed the month and year that they found employment, nine (34.7%) reported that they found a new job the same month in which the State-Times was closed, October 1991. Two (7.7%) were employed in November 1991; three (11.5%) in December 1991; six (23.1%) in January 1992; three (11.5%) in February 1992; and three (11.5%) in March 1992. Of the 40 respondents at 18 months who listed the month and year that they found employment, eight (20.0%) were employed in October 1991; five (12.5%) in November 1991; seven (17.5%) in January 1992; four (10.0%) in February 1992; one (2.5%) in April 1992; three (7.5%) in May 1992; four (10.0%) in June 1992; one (2.5%) in July 1992; six (15%) in August 1992; one (2.5%) in September 1992.

Respondents who were employed at the time of the surveys were asked to identify their current employment position. Four respondents (18%) in the six-month group (n=22) had obtained employment in public relations positions and three (13.6%) had taken positions with another newspaper. Three (13.6%) had obtained jobs in sales and three (13.6%) were employed as secretaries. At the time of the 18-month survey, six of the 43 respondents (14.0%) were employed with another newspaper. Five (11.6%) were in public relations and five (11.6%) were employed in sales (see Table 15).

Respondents at six months and at 18 months were asked to indicate how they learned of job opportunities. At six months, 10 (35.7%) of 28 respondents learned of job opportunities through friends; eight (28.6%) through newspaper ads; two (7.1%) through a job service office; one (3.6%) through a personnel agency; and seven (25%) learned ofjob opportunities in other ways. At 18 months, 15 of the 43 respondents (34.9%)learned of employment opportunities through friends; four (9.3%) through newspaper ads; four (9.3%) through a job service office; three (6.9%) through personnel agencies; and 17 (39.6%) in other ways.

Table 15

Dislocated Newspaper Worker Respondents' Employment Position Six Months after Dislocation and 18 Months after Dislocation

Current Position[a]	Six Months n	Six Months %	18 Months n	18 Months %
Public Relations	4	18.0	5	11.6
Newspaper	3	13.6	6	14.0
Sales	3	13.6	5	11.6
Secretarial	3	13.6	3	7.0
Self-employed	2	9.0	0	0.0
Environmental Tech	1	4.6	1	2.3
Telephone Operator	1	4.6	0	0.0
Laborer	1	4.6	2	4.7
Construction	1	4.6	1	2.3
Free-lance writer	1	4.6	1	2.3
Artist	1	4.6	0	0.0
Teacher's Aide	1	4.6	1	2.3
Teacher	0	0.0	4	9.4
Carpenter	0	0.0	2	4.7
Technician	0	0.0	2	4.7
Counselor	0	0.0	2	4.7
Designer	0	0.0	1	2.3
Editor	0	0.0	1	2.3
Archivist	0	0.0	1	2.3
Bookkeeper	0	0.0	1	2.3
Guard	0	0.0	1	2.3
Fireman	0	0.0	1	2.3
School bus Driver	0	0.0	1	2.3
Sitter	0	0.0	1	2.3
Total	22[b]	100.0	43[c]	100.0

[a] The n at the two time periods may differ according to the number of respondents other than the "common 50." [b] Forty-two participants did not respond to this item. [c] Thirty participants did not respond to this item.

When those respondents to the six-month survey who had found another job were asked to give their current salary range, 17 (63%) of the 27 employed respondents reported annual income of $20,000 or less while five (18.5%) were earning $30,000 or more. In the 18-month survey, 27 (61.4%) of 44 currently employed respondents reported annual income of $20,000 or less and seven (15.8%) were earning $30,000 or more (see Table 16).

Table 16

Salary Ranges of Dislocated Newspaper Worker Respondents Who Were Employed Six Months after Dislocation and 18 Months after Dislocation

Salary Range[a]	Six Months n	Six Months %	18 Months n	18 Months %
$20,000 or less	17	63.0	27	61.4
$20,001 - $24,999	3	11.1	6	13.6
$25,000 - $29,999	2	7.4	4	9.1
$30,000 - $34,999	3	11.1	3	6.8
$35,000 - $39,999	2	7.4	2	4.5
$40,000 or more	0	0.0	2	4.5
Total	27	100.0	44	100.0

[a] The *n* at the two time periods may differ according to the number of respondents other than the "common 50."

Respondents to the 18-month survey who currently were employed were asked to indicate what the percentage of their current salary was as compared to their salary immediately prior to separation from the newspaper. This item was added to the instrument for the 18-month survey. Of the 45 employed respondents, 19 (42.2%) reported that they were earning less than 50% of their newspaper salary. Eight (17.8%) of the dislocated workers reported that their annual salary after dislocation was greater than their newspaper salary (see Table 17).

Table 17

Dislocated Newspaper Worker Respondents' Salary 18 Months after Dislocation as a Percentage of Newspaper Salary

	18 Months	
Salary	n	%
Less than 50% of Newspaper	19	42.2
50 to 75% of Newspaper	12	26.7
75 to 100% of Newspaper	6	13.3
Greater than Newspaper	8	17.8
Total	45	100.0

Twenty-seven married respondents (73%) to the six-month survey and 34 (79%) of those at 18 months reported that their spouses were employed prior to the layoff. In the six-month survey, the occupations of the 24 responding dislocated workers' spouses were spread over 14 specific job areas. They were as follows: manager, three (12.5%); secretarial, three (12.5%); journalist, three (12.5%); lab technician, two (8.3%); accountant, two (8.3%); clerk, two (8.3%); teacher, two (8.3%); day care worker, one (4.2%); nurse, one (4.2%); merchant, one (4.2%); electrician, one (4.2%); school bus driver, one (4.2%); paralegal, one (4.2%); and laborer, one (4.2%).

At 18 months, the occupations of the 32 responding dislocated workers' spouses were spread over 15 specific job areas. They were as follows: secretarial, six (18.8%); sales, five (15.6%); teacher, four (12.5%); journalist, four (12.5%); manager, three (9.4%); lab technician, one, (3.1%);

cashier, one (3.1%); accountant, one (3.1%); clerk, one (3.1%); nurse, one (3.1%); school bus driver, one (3.1%); paralegal, one (3.1%); architect, one (3.1%); computer analyst, one (3.1%); and social service worker, one (3.1%). Percentages do not add to 100 due to rounding.

Respondents whose spouses were employed prior to the layoff were requested to indicate their spouses salary range. In the six-months survey, nine respondents' spouses (33.4%) were earning less than $20,000 annually prior to separation and ten (37%) were earning $30,000 or more per year. At 18 months, 12 (36.4%) were reported earning less than $20,000 annually prior to separation and 11 (33.6%) were earning $30,000 or more per year (see Table 18).

Three (11.1%) of 27 married respondents to the six-month survey reported that their spouses' employment changed as a result of the layoff. The three spouses new jobs included: teacher, one (33.3%); manager, one (33.3%); public relations, one (33.3%). One spouse was earning less than $20,000 in the new job; another $20,000 to $24,999; and the third $40,000 or more. Six of the 34 married respondents (17.7%) to the 18-month survey reported that their spouses' employment changed as a result of the layoff. One spouse had become unemployed at 18 months. The jobs of the other five spouses included: public relations, one (16.7%); manager, one (16.7%); secretary, one (16.7%); sales, one (16.7%); and photo assistant, one (16.7%). The salary ranges of the five spouses' new jobs were as follows: one (20%) at $20,000 or

Table 18

Dislocated Newspaper Worker Respondents' Spouses Salary Ranges at the Time of Separation from the Newspaper as Reported Six Months after Dislocation and 18 Months after Dislocation

Salary Range[a]	Six Months n	Six Months %	18 Months n	18 Months %
Less than $20,000	9	33.4	12	36.4
$20,000 - $24,999	5	18.5	4	12.1
$25,000 - $29,999	3	11.1	6	18.2
$30,000 - $34,999	4	14.8	5	15.2
$35,000 - $39,999	1	3.7	2	6.0
$40,000 or more	5	18.5	4	12.4
Total	27	100.0	33[b]	100.0

[a]The n at the two time periods may differ according to the number of respondents other than the "common 50." [b]One participant did not respond to this item.

less; one (20%) at $20,001 to $24,999; two (40%) at $30,000 to $34,999; and one (20%) at $40,000 or more.

Occupational Mobility of Dislocated Workers

Objective Three of the study was to describe the occupational mobility of workers dislocated by closure of the State-Times newspaper. Respondents were asked to indicate if they considered moving, had to move or gave no consideration to moving after being separated from the newspaper. Over 50% of the respondents to both surveys reported that they neither considered moving nor had to move, 36 (57.1%) at six months and 48 (67.6%) at 18 months. (see Table 19).

Table 19

Relocation Considerations of Dislocated Newspaper Worker Respondents Six Months after Dislocation and 18 Months after Dislocation

Considerations[a]	Six Months n	Six Months %	18 Months n	18 Months %
Considered Move	18	28.6	18	25.4
Had to Move	9	14.3	5	7.0
Neither Considered Move Nor Had to Move	36	57.1	48	67.6
Total	63[b]	100.0	71[c]	100.0

[a] The n at the two time periods may differ according to the number of respondents other than the "common 50." [b] One participant did not respond to this item. [c] Two participants did not respond to this item.

Respondents were asked to indicate the distance they were willing to move to find employment. Twenty-five respondents (80.7%) in the six-month group reported they were willing to move more than 100 miles to gain employment while 25 (71.4%) of the 18-month group indicated they would move more than 100 miles to find new employment (see Table 20).

Respondents were asked to indicate the distance they were required to move to find employment. Nine respondents (56.2%) to the six-month survey indicated they were required to move 101 or more miles while 10 (52.6%) in the 18-month group reported being required to move 101 or more miles (see Table 21).

Economic and Emotional Considerations

Objective Four of the study was to describe the economic impact and the emotional impact on workers dislocated by the

Table 20

Distance That Dislocated Newspaper Worker Respondents Were Willing to Move to Find Employment as Reported Six Months after Dislocation and 18 Months after Dislocation

Distance[a]	Six Months n	Six Months %	18 Months n	18 Months %
0 - 25 miles	1	3.2	3	8.6
26 - 50 miles	0	0.0	1	2.9
51 - 75 miles	1	3.2	1	2.9
76 - 100 miles	4	12.9	5	14.2
101 or more miles	25	80.7	25	71.4
Total	31[b]	100.0	35[c]	100.0

[a] The n at the two time periods may differ according to the number of respondents other than the "common 50." [b] Thirty-three participant did not respond to this item. [c] Thirty-eight participants did not respond to this item.

Table 21

Distance That Dislocated Newspaper Worker Respondents Were Required to Move to Find Employment as Reported Six Months after Dislocation and 18 Months after Dislocation

Distance[a]	Six Months n	Six Months %	18 Months n	18 Months %
0 - 25 miles	3	18.8	8	42.1
26 - 50 miles	0	0.0	0	0.0
51 - 75 miles	1	6.2	0	0.0
76 - 100 miles	3	18.8	1	5.3
101 or more miles	9	56.2	10	52.6
Total	16	100.0	19	100.0

[a] The n at the two time periods may differ according to the number of respondents other than the "common 50."

closure of the State-Times, as perceived by the dislocated workers. Respondents were asked to report if they were required to change their lifestyle as a result of separation from the newspaper. Fifty-one of the respondents (79.7%) to the six-month survey said they were required to change their lifestyle while 54 (74%) reported in the 18-month survey that their lifestyle was changed because of the layoff.

Respondents were asked to indicate in what areas of their life did they maintain, reduce or eliminate expenses. This researcher listed on the instrument three major lifestyle areas, including various categories, to which the dislocated workers could respond. The major lifestyle areas, with categories, were: Leisure (travel, movies/theater, clothing, hobbies, and dining out); Household (groceries, energy or electrical, etc., telephone, television, automobile maintenance, and home maintenance); and Family (education, use of credit cards, car insurance, home insurance, medical/dental insurance, and child care).

Of the three major lifestyle areas, respondents to the six-month survey reported leisure as the one area in which they cut back dramatically. Forty respondents (80%) reduced dining out and six (12%) eliminated it; 21 (46.7%) reduced and 18 (40%) eliminated movies/theater; and 33 (70.2%) reduced clothing purchases (see Table 22).

In the 18-month group, 43 respondents (76.8%) reduced dining out and seven (12.5%) eliminated it while 33 (60%)

reduced and 17 (30.9%) eliminated travel. Forty-two (77.8%) reduced clothing purchases (see Table 23).

Table 22

Leisure Lifestyle Changes by Dislocated Newspaper Worker Respondents as Reported Six Months after Dislocation

Categories	Eliminated n	Eliminated %	Reduced n	Reduced %	Maintained n	Maintained %
Movies/Theater[a]	18	40.0	21	46.7	6	13.3
Travel[b]	14	29.2	28	58.3	6	12.5
Clothing[c]	6	12.8	33	70.2	8	17.0
Dining Out[d]	6	12.0	40	80.0	4	8.0
Hobbies[e]	5	11.4	28	63.6	4	8.0

[a] Nineteen participants did not respond to this item. [b] Sixteen participants did not respond to this item. [c] Seventeen participants did not respond to this item. [d] Fourteen participants did not respond to this item. [e] Twenty participants did not respond to this item.

Table 23

Leisure Lifestyle Changes by Dislocated Newspaper Worker Respondents as Reported 18 Months after Dislocation

Categories	Eliminated n	Eliminated %	Reduced n	Reduced %	Maintained n	Maintained %
Movies/Theater[a]	18	32.7	31	56.4	6	10.9
Travel[b]	17	30.9	33	60.0	5	9.1
Dining Out[c]	7	12.5	43	76.8	6	10.7
Hobbies[d]	7	12.5	37	66.1	12	21.4
Clothing[e]	4	7.4	42	77.8	8	14.8

[a] Eighteen participants did not respond to this item.
[b] Eighteen participants did not respond to this item.
[c] Seventeen participants did not respond to this item.
[d] Seventeen participants did not respond to this item.
[e] Nineteen participants did not respond to this item.

Among the respondents to the six-month survey, 24 (49%) reported that they had reduced their grocery bill as one way of cutting back on household expenditures. Twenty-five (50%) reported reducing energy expenditures; 20 (41.7%) reduced auto maintenance; and 19 (42.2) reduced home maintenance (see Table 24).

Table 24

Household Lifestyle Changes by Dislocated Newspaper Worker Respondents as Reported Six Months after Dislocation

Categories	Eliminated		Reduced		Maintained	
	n	%	n	%	n	%
Home maintenance[a]	6	13.3	19	42.2	20	44.5
TV (cable, etc.)[b]	5	10.4	14	29.2	29	60.4
Telephone[c]	1	2.1	18	36.7	30	61.2
Auto maintenance[d]	1	2.0	20	41.7	27	56.3
Groceries[e]	0	0.0	24	49.0	25	51.0
Energy[f]	0	0.0	25	50.0	25	50.0

[a] Nineteen participants did not respond to this item. [b] Fifteen participants did not respond to this item. [c] Fifteen participants did not respond to this item. [d] Sixteen participants did not respond to this item. [e] Fifteen participants did not respond to this item. [f] Fourteen participants did not respond to this item.

In the 18-month survey, 28 (52.8%) had reduced home maintenance; 26 (45.6%) had reduced energy expenses; 25 (43.9%) had reduced auto maintenance; and 23 (41.1%) had cut back on grocery expenses (see Table 25). In the six-month survey, 27 respondents (54%) reduced and 21 (42%) eliminated

Table 25

Household Lifestyle Changes by Dislocated Newspaper Worker Respondents as Reported 18 Months after Dislocation

	Eliminated		Reduced		Maintained	
Categories	n	%	n	%	n	%
TV (cable, etc.)[a]	9	16.4	19	34.5	27	49.1
Home maintenance[b]	4	5.6	28	52.8	21	39.6
Auto maintenance[c]	2	3.5	25	43.9	30	52.6
Energy[d]	1	1.8	26	45.6	30	52.6
Telephone[e]	1	1.8	22	39.3	33	58.9
Groceries[f]	0	0.0	23	41.1	33	58.9

[a] Eighteen participants did not respond to this item. [b] Twenty participants did not respond to this item. [c] Sixteen participants did not respond to this item. [d] Sixteen participants did not respond to this item. [e] Seventeen participants did not respond to this item. [f] Seventeen participants did not respond to this item.

the use of credit cards as one way of cutting back family expenses. Eleven (22.5%) reduced and six (12.2%) eliminated medical/dental insurance (see Table 26).

Thirty respondents (53.6%) to the 18-month survey reduced the use of credit cards and 21 (37.5%) eliminated credit card use in cutting back family expenses. Sixteen (28.6%) reduced and 12 (21.4%) eliminated medical/dental insurance while 16 (29.6%) eliminated life insurance and 12 (42.9%) eliminated child care (see Table 27).

The dislocated workers were asked if they elected to continue their health insurance through the provisions of COBRA. Twenty-seven of the respondents (42.9%) to the six-

Table 26

Family Lifestyle Changes by Dislocated Newspaper Worker Respondents as Reported Six Months after Dislocation

Categories	Eliminated		Reduced		Maintained	
	n	%	n	%	n	%
Credit Cards[a]	21	42.0	27	54.0	2	4.0
Child Care[b]	8	34.8	5	21.7	10	43.5
Life Insurance[c]	14	32.6	4	9.3	25	58.1
Education[d]	6	15.4	6	15.4	27	69.2
Medical/Dental Insurance[e]	6	12.2	11	22.5	32	65.3
Home Insurance[f]	2	4.8	2	4.8	39	90.4
Car Insurance[g]	1	2.1	9	19.2	37	78.7

[a] Fourteen participants did not respond to this item. [b] Forty-one participants did not respond to this item. [c] Twenty-one participants did not respond to this item. [d] Twenty-five participants did not respond to this item. [e] Fifteen participants did not respond to this item. [f] Twenty-two participants did not respond to this item. [g] Seventeen participants did not respond to this item.month survey (n=63) reported extending their health insurance while 36 workers (57.1%) said they did not extend their insurance and one participant did not respond to this item. In the 18-month survey, 29 respondents (39.7%) (n=73) reported the extension of their health insurance and 44 (60.3%) did not extend health insurance.

The respondents who continued their health insurance through the provisions of COBRA also were asked to indicate the length of time they extended or planned to extend the benefits. Eighteen (60.0%) of those workers in the six-month survey (n=30) extended or planned to extend the benefits for

Table 27

Family Lifestyle Changes by Dislocated Newspaper Worker Respondents as Reported 18 Months after Dislocation

Categories	Eliminated		Reduced		Maintained	
	n	%	n	%	n	%
Child Care[a]	12	42.9	8	28.6	8	28.6
Credit Cards[b]	21	37.5	30	53.6	5	8.9
Life Insurance[c]	16	29.6	12	22.2	26	48.2
Medical/Dental Insurance[d]	12	21.4	16	28.6	28	50.0
Education[e]	8	17.4	11	23.9	28	58.7
Home Insurance[f]	4	8.5	7	14.9	36	76.6
Car Insurance[g]	1	1.8	14	25.0	41	73.2

[a] Forty-five participants did not respond to this item.
[b] Seventeen participants did not respond to this item.
[c] Nineteen participants did not respond to this item.
[d] Seventeen participants did not respond to this item.
[e] Twenty-seven participants did not respond to this item.
[f] Twenty-six participants did not respond to this item.
[g] Seventeen participants did not respond to this item.

the entire 18 months allowed by COBRA and the other 12 (40%) extended or planned to extend the benefits from one to 15 months. Seventeen of 30 respondents (56.7%) to the 18-month survey extended the benefits for the entire 18 months. The other 13 (43.3%) had extended the benefits from one to 15 months (see Table 28).

Respondents were asked to indicate if it was necessary to rely on unemployment compensation benefits following closure of the newspaper. Over 50% in both surveys, 36 (56.3%) workers in the six-month survey (n=64) and 39 (54.2%) in the 18-month (n=72), said they had to rely on unemployment

Table 28

Dislocated Newspaper Worker Respondents' Length of Time to Use COBRA as Reported Six Months after Dislocation and 18 Months after Dislocation

Length of Time[a]	Six Months n	Six Months %	18 Months n	18 Months %
1-3 Months	5	16.7	3	10.0
4-6 Months	2	6.7	1	3.3
7-9 Months	3	10.0	4	13.3
10-12 Months	1	3.3	1	3.3
12-15 Months	1	3.3	4	13.3
Entire 18 Months	18	60.0	17	56.7
Total	30[b]	100.0	30[c]	100.0

[a] The n at the two time periods may differ according to the number of respondents other than the "common 50." [b] Thirty-four participant did not respond to this item. [c] Forty-three participants did not respond to this item.

compensation benefits. Of the 11 respondents at six months who indicated a length of time unemployment benefits were used, two (18.2%) reported 26 weeks, one (9.1%) 20 weeks, two(18.2%) 18 weeks, two (18.2%) 10 weeks, three (27.2%) nine weeks, and one (9.1%) eight weeks. All 39 respondents at 18 months indicated a length of time unemployment benefits were used. Fourteen (35.9%) reported using unemployment benefits 26 weeks, four (10.2%) 18 weeks, three (7.7%) 13 weeks, 11 (28.2%) 12 weeks, three (7.7%) 10 weeks, three (7.7%) nine weeks, and one (2.6%) eight weeks.

Respondents to the six-month and 18-month surveys were asked to indicate how secure they felt in the permanence of their employment with the newspaper prior to receiving their layoff notices. Five categories reflecting differing degrees or levels of perceived security were listed with the question: completely secure, very secure, secure, not very secure, and very insecure. Among the six-month respondents, 51 (81%) workers reported that they felt either secure, very secure, or completely secure in their employment prior to the layoff. Over 90% in the 18-month survey, 65 (91.6%) dislocated workers, reported that they felt either secure, very secure, or completely secure in their employment prior to the layoff (see Table 29).

Table 29

Dislocated Newspaper Worker Respondents' Perceived Degree of Employment Security Prior to Layoff as Reported Six Months after Dislocation and 18 Months after Dislocation

Degree of Security[a]	Six Months n	Six Months %	18 Months n	18 Months %
Completely secure	17	27.0	22	31.0
Very secure	22	34.9	31	43.7
Secure	12	19.1	12	16.9
Not very secure	9	14.3	4	5.6
Very insecure	3	4.7	2	2.8
Total	63[b]	100.0	71[c]	100.0

[a] The n at the two time periods may differ according to the number of respondents other than the "common 50." [b] One participant did not respond to this item. [c] Two participants did not respond to this item.

Respondents to both surveys were asked what preparations they made when they first learned of the coming changes and potential layoffs at the newspaper. Over 30% of the respondents to both surveys indicated that they made no specific preparations. Six months after dislocation, 20 of the respondents (31.3%) reported that they made no specific preparations, 15 (23.4%) had explored job options, 12 (18.8%) had prepared resumes, seven (10.9%) had made other preparations, six (9.4%) had made financial preparations, and four (6.3%) had arranged job interviews. After being dislocated from the newspaper 18 months, 25 (35.2%) reported they had explored job options, 23 (32.4%) reported that they had made no specific preparations, eight (11.3%) had prepared resumes, six (8.5%) had made financial preparations, five (7%) had made other preparations, and four (5.6%) had arranged job interviews.

Respondents to the 18-month survey were asked to indicate if the layoff affected them to the extent that they had to seek professional counseling. This item was added to the instrument for the 18-month survey. Nine of the respondents (12.5%) (n=72) reported that they had sought some type of professional counseling. Respondents were asked to select which type of counseling they had sought from a list of six types of counseling: personal/crisis, financial, career/employment, family, religious/ministerial, and other. Some types of counseling were listed more than once by the respondents. Following are the types of counseling and total number of times each type was listed: career/employment (5 times); family (4 times); personal/crisis (3 times); financial (2 times); and other (0 times). One participant did not check a type, but wrote in the margin of the instrument that he/she sought counseling at church by the minister, and another reported counseling by a medical doctor. Six respondents did not check a type, but wrote notes in the margins of the instrument that they would have sought counseling of some type if they could have afforded it.

Respondents to the 18-month survey were requested to indicate who had been their support system during the period since separation from the newspaper. This item was added to the instrument for the 18-month survey. This researcher identified the following seven support systems: spouse, close friends, children, parents, former newspaper employees, former newspaper employer, and other. The respondents were asked to indicate which level of support they received from each of the aforementioned support systems using a scale of 1 = strongest support, 2 = some support, 3 = little support, 4 = very little support, and 5 = no support.

The strongest support system identified by 35 respondents (47.9%) was their spouse while about a third of them--24 (32.9%)--reported their strongest support from close friends. Nineteen respondents (26%) each reported receiving their strongest support from children and parents. Only one (1.4%) respondent reported that the former newspaper employer offered the strongest support while 57 (78.1%) indicated that they did not receive any support from their former newspaper employer (see Table 30).

Attitudes and Perceptions of the Dislocated Workers

Objective Five of the study was to characterize the self-described attitudes and perceptions of the workers regarding their dislocation from the newspaper. Respondents were asked to indicate what three words best described their thoughts when they found out they would no longer have a job at the newspaper. Respondents were then asked to indicate what three words best described their thoughts now (at the time of each of the surveys) regarding the event. This researcher, in collaboration with members of the instrument validation panel, selected a priori eight descriptors (synonyms)--discrimination, agony, fear, anger, happy, shock, degraded, and betrayed--that best matched the words listed by respondents to both surveys. A ninth descriptor, mixed emotions, also was used for some responses. A summary of the total number of times each of the word descriptors was used follows this discussion. The dislocated newspaper worker respondents' verbatim responses are located in Appendixes P and Q.

Twenty-two respondents (36.7%) to the six-month survey listed "shock" as the first word best describing their thoughts at the time of the layoff while another nine (15%) selected "anger". Six months later (after dislocation), more than a third, 21 (36.2%) of the former workers of the newspaper, felt "anger" and only slightly fewer, 17 (29.3%), had "mixed emotions. In the 18-month survey, "anger" and

Table 30

Perceived Support Systems of Dislocated Newspaper Worker Respondents 18 Months after Dislocation

	Level of Support					
	Strongest	Some	Little	Very Little	None	Not ranked
Support System	n/%	n/%	n/%	n/%	n/%	n/%
Spouse	35/47.9	1/01.4	1/01.4	0/00.0	12/16.4	24/32.9
Close Friends	24/32.9	18/24.7	9/12.3	1/01.4	14/19.2	7/09.6
Children	19/26.0	14/19.2	1/01.4	1/01.4	17/23.3	21/28.8
Parents	19/26.0	11/15.1	3/04.1	2/02.7	15/20.5	23/31.5
Other	13/17.8	4/05.5	0/00.0	0/00.0	26/35.6	30/41.1
Former Newspaper Employees	7/09.6	15/20.5	10/13.7	8/11.0	25/34.2	8/11.0
Former Newspaper Employer	1/01.4	3/04.1	0/00.0	3/04.1	57/78.1	9/12.3

"shock" were the first words chosen by 32 of the respondents (46.4%) as best describing their thoughts at the time of the layoff. Another nine (13%) felt "betrayed." Fifteen respondents (22.4%) indicated they felt "happy" but 13 (19.4%) of the laid-off workers listed "betrayed" as their current thoughts (see Table 31).

"Anger" was reported as the second word best describing their thoughts at the time of the layoff by 12 of the respondents (20.7%) to the six-month survey. Eleven (18.9%) of the dislocated workers listed "degraded" and 10 (17.2%) others listed "shock." Fourteen respondents (28.5%) reported "anger" and 13 (26.5%) of the former workers listed "mixed emotions" as the second best word describing their current thoughts at six months after dislocation. "Anger" remained the most popular second word of 12 respondents (18.2%) to the 18-month survey describing their thoughts at the time of the layoff. Eleven respondents (16.6%) listed "fear." When asked to indicate the second word best describing their current thoughts (at the time of the 18-month survey) regarding the event, 16 (26.7%) of the dislocated workers listed "happy." Ten respondents (16.7%) chose "betrayed" and ten (16.7%) more selected "mixed emotions" (see Table 32).

"Anger" was also reported as the third word best describing their thoughts at the time of the layoff by 14 of the respondents (25.9%) to the six-month survey while 11 (20.3%) listed "betrayed." Fifteen respondents (30.6%) listed "anger" as the third word best describing their

Table 31

First Word Describing Dislocated Newspaper Worker Respondents' Current Thoughts and Reflections on the Layoff as Reported at Six Months and at 18 Months after Dislocation

	Six-Month Survey				18-Month Survey			
	At Layoff		At Six Months		At Layoff		At 18 Months	
Word Descriptor[a]	n	%	n	%	n	%	n	%
Shock	22	36.7	0	0.0	16	23.2	1	1.5
Anger	9	15.0	21	36.2	16	23.2	9	13.4
Agony	8	13.3	3	5.2	7	10.2	5	7.5
Betrayed	5	8.3	0	0.0	9	13.0	13	19.4
Mixed Emotions	5	8.3	17	29.3	3	4.3	8	11.9
Degraded	4	6.7	2	3.4	6	8.7	8	11.9
Happy	3	5.0	2	3.4	3	4.3	15	22.4
Fear	2	3.3	7	12.1	5	7.3	2	3.0
Discrimination	2	3.3	6	10.4	4	5.8	6	9.0
Total	60[b]	100.0	58[c]	100.0	69[d]	100.0	67[e]	100.0

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[a] The n at the two time periods may differ according to the number of respondents other than the "common 50." [b] Four participants did not respond to this item. [c] Six participants did not respond to this item. [d] Four participants did not respond to this item. [e] Six participants did not respond to this item.

Table 32

Second Word Describing Dislocated Newspaper Worker Respondents' Current Thoughts and Reflections on the Layoff as Reported at Six Months and at 18 Months after Dislocation

	Six Month Survey				18-Month Survey			
	At Layoff		At Six Months		At Layoff		At 18 Months	
Word Descriptor[a]	n	%	n	%	n	%	n	%
Anger	12	20.7	14	28.5	12	18.2	4	6.6
Degraded	11	18.9	5	10.2	10	15.2	6	10.0
Shock	10	17.2	0	0.0	10	15.2	1	1.7
Fear	9	15.5	9	18.4	11	16.6	8	13.3
Betrayed	6	10.3	0	0.0	9	13.6	10	16.7
Discrimination	3	5.2	2	4.1	2	3.0	3	5.0
Happy	3	5.2	4	8.2	4	6.1	16	26.7
Agony	2	3.5	2	4.1	6	9.1	2	3.3
Mixed Emotions	2	3.5	13	26.5	2	3.0	10	16.7
Total	58[b]	100.0	49[c]	100.0	66[d]	100.0	60[e]	100.0

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[a] The n at the two time periods may differ according to the number of respondents other than the "common 50." [b] Six participants did not respond to this item. [c] Fifteen participants did not respond to this item. [d] Seven participants did not respond to this item. [e] Thirteen participants did not respond to this item.

current thoughts (at the time of the six-month survey) and 13 (26.5%) more indicated "mixed emotions." Sixteen respondents (24.6%) to the 18-month survey indicated "anger" was the third word best describing their thoughts at the time of the layoff. Eight (12.3% each) respondents each listed as their third words "agony," "fear," "shock," and "betrayed." Fourteen of the respondents (24.2%) indicated "mixed emotions" as the third word best describing their current thoughts (at the time of the 18-month survey) regarding the event. Ten (17.2%) others said they were "happy" (see Table 33).

A summary of the total usage of each of the word descriptors shows that "shock" was listed most often at time of layoff--a total of 37 listings (21.5%)--by respondents to the six-month survey. "Shock" was followed by "anger," which was listed 35 times (20.3%). Respondents, at the time of the six-month survey, listed "anger" 50 times (32.1%) and "mixed emotions 43 times (27.6%). "Fear," at 19 times (12.2%), was the third most-frequently listed word at the time of the six-month survey. A summary of the total usage of each of the word descriptors shows that "anger" was listed most often at time of layoff--a total of 44 listings (22%)--by respondents to the 18-month survey. "Anger" was followed by "shock," which was listed 34 times (17%). Respondents, at the time of the 18-month survey listed "happy" 41 times (22.2%) and "mixed emotions" 32 times (17.3%). "Betrayed," at 30 times

Table 33

Third Word Describing Dislocated Newspaper Worker Respondents' Current Thoughts and Reflections on the Layoff as Reported at Six Months and at 18 Months after Dislocation

	Six Month Survey				18- Month Survey			
	At Layoff		At Six Months		At Layoff		At 18 Months	
Word Descriptor[a]	n	%	n	%	n	%	n	%
Anger	14	25.9	15	30.6	16	24.6	6	10.4
Betrayed	11	20.3	0	0.0	8	12.3	7	12.0
Fear	6	11.1	3	6.1	8	12.3	5	8.6
Agony	5	9.3	4	8.2	8	12.3	6	10.4
Degraded	5	9.3	5	10.2	5	7.7	4	6.9
Mixed Emotions	5	9.3	13	26.5	1	1.6	14	24.2
Shock	5	9.3	0	0.0	8	12.3	1	1.7
Discrimination	3	5.5	3	6.1	5	7.7	5	8.6
Happy	0	0.0	6	12.3	6	9.2	10	17.2
Total	54[b]	100.0	49[c]	100.0	65[d]	100.0	58[e]	100.0

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[a] The n at the two time periods may differ according to the number of respondents other than the "common 50." [b] Ten participants did not respond to this item. [c] Fifteen participants did not respond to this item. [d] Eight participants did not respond to this item. [e] Fifteen participants did not respond to this item.

(16.2%), was the third most-frequently listed word at the time of the 18-month survey (see Table 34).

Reflecting on the dislocation event in their life, the newspaper workers reported shock, anger and fear as their most descriptive emotions at time of separation. These emotions remained after six months as well. After eighteen months, the dislocated workers held anger and shock as the leading emotional descriptors, adding betrayal as the third leading descriptor of their thoughts.

Respondents to both surveys were asked what skills they perceived to be their greatest strengths. Based on the responses, this researcher selected nine descriptors that best represented each of the verbatim responses from each of the respondents to both surveys. Those descriptors were: writing, interpersonal, miscellaneous, tenacity, computer, creative, flexibility, and managerial. The dislocated newspaper worker respondents' verbatim responses are located in Appendixes R and S. Writing and interpersonal skills were perceived by respondents to both surveys to be their greatest strengths. At six months, 13 (25%) listed writing and 13 (25%) listed interpersonal skills. Those skills perceived to be the dislocated workers' greatest strengths were evenly split in the 18-month survey; 14 respondents (22.2%) identified writing and 14 (22.2%) identified interpersonal skills (see Table 35).

Table 34

Summary of Total Number of Times Word Descriptors Used to Describe Dislocated Newspaper Worker Respondents' Current Thoughts and Reflections on the Layoff as Reported Six Months and 18 Months after Dislocation

Word Descriptor[a]	Six-Month Survey				18-Month Survey			
	At Layoff		At Six Months		At Layoff		At 18 Months	
	n	%	n	%	n	%	n	%
Shock	37	21.5	0	0.0	34	17.0	3	1.6
Anger	35	20.3	50	32.1	44	22.0	19	10.3
Betrayed	22	12.8	0	0.0	26	13.0	30	16.2
Degraded	20	11.6	12	7.7	21	10.5	18	9.7
Agony	15	8.7	9	5.8	21	10.5	13	7.0
Mixed Emotions	12	7.0	43	27.6	6	3.0	32	17.3
Discrimination	8	4.7	11	7.1	11	5.5	14	7.6
Happy	6	3.5	12	7.7	13	6.5	41	22.2
Fear	17	9.9	19	12.2	24	12.0	15	8.0
Total	172	100.0	156	100.0	200	100.0	185	100.0

[a] The n at the two time periods may differ according to the number of respondents other than the "common 50."

Table 35

Dislocated Newspaper Worker Respondents' Perceptions of Skills They Believed to be Their Greatest Strengths as Reported Six Months after Dislocation and 18 Months after Dislocation

Comment Descriptors[a]	Six Months n	Six Months %	18 Months n	18 Months %
Writing	13	25.0	14	22.2
Interpersonal	13	25.0	14	22.2
Miscellaneous	11	21.1	15	23.8
Clerical	5	9.6	4	6.3
Tenacity	4	7.7	4	6.3
Computer	3	5.8	2	3.2
Creative	3	5.8	2	3.2
Flexibility	0	0.0	5	8.0
Managerial	0	0.0	3	4.8
Total	52[b]	100.0	63[c]	100.0

[a] The n at the two time periods may differ according to the number of respondents other than the "common 50." [b] Twelve participants did not respond to this item. [c] Ten participants did not respond to this item.

Respondents to both surveys were asked what additional skills they felt they needed to be more marketable in today's job market. Based on the responses, this researcher selected seven descriptors that best represented each of the verbatim responses from each of the respondents to both surveys. Following are those descriptors: computer, business, miscellaneous, academic, technical, medical, and public relations. The dislocated newspaper worker respondents' verbatim responses are located in Appendixes T and U.

Twenty-two respondents (43.1%) reported at six months and 29 respondents (55.8%) at 18 months that computer skills were those needed to be more marketable in today's job market (see Table 36).

Table 36

Dislocated Newspaper Worker Respondents' Perceptions of Additional Skills They Felt They Needed to be More Marketable in Today's Job Market as Reported Six Months after Dislocation and 18 Months after Dislocation

Comment Descriptors[a]	Six Months n	Six Months %	18 Months n	18 Months %
Computer	22	43.1	29	55.8
Business	7	13.7	1	2.0
Miscellaneous	7	13.7	7	13.5
Academic	6	11.8	9	17.3
Technical	4	7.8	2	3.8
Medical	3	5.9	2	3.8
Public Relations	2	4.0	2	3.8
Total	51[b]	100.0	52[c]	100.0

[a] The n at the two time periods may differ according to the number of respondents other than the "common 50." [b] Thirteen participants did not respond to this item. [c] Twenty-one participants did not respond to this item.

Respondents to both surveys were asked to indicate if any effort was made by the company to assist them in finding employment after they received their layoff notices. Thirty-six respondents (56.3%) to the six-month survey (n=64) reported that the company made no effort to assist them in finding employment and 28 (43.7%) indicated that the company did assist them. Forty-five respondents (64.3%) to the 18-

month survey (n=70) answered that the company made no effort to assist them in finding employment while 25 (35.7%) reported that they did receive company assistance.

Those respondents who indicated that the company did make an effort to assist them in finding employment were asked to describe how the company assisted them. Of the 28 respondents to the six-month survey reporting that the company did assist them, 11 (39.3%) listed the various "seminars" (already mentioned in the "Introduction" of this report); 10 respondents (35.7%) reported assistance with "resume preparation;" and four (14.3%) reported that the company posted job vacancies. In the 18-month survey, nine respondents (36%) also reported "resume preparation" as a form of assistance by the company. Five respondents (20%) listed the various "seminars" and another five (20%) listed "posted job vacancies" (see Table 37).

Dislocated Workers' Perceptions of Occupational Programs Offered by Educational Institutions

Objective Six of the study was to describe dislocated workers' perceptions of occupational programs offered by educational institutions to prepare individuals for the work force. Respondents to both surveys were asked what recommendations they would offer to educational institutions to better prepare individuals for the current and future work force. This researcher selected 11 descriptor phrases that best represented each of the verbatim responses from each of the respondents to both surveys. Following are those

Table 37

Dislocated Newspaper Worker Respondents' Descriptions of Company Assistance in Finding Other Employment as Reported Six Months After Dislocation and 18 Months after Dislocation

Assistance[a]	Six Months n	Six Months %	18 Months n	18 Months %
Seminars	11	39.3	5	20.0
Resume Preparation	10	35.7	9	36.0
Posted Job Vacancies	4	14.3	5	20.0
Use of WATS Line	2	7.1	2	8.0
Time Off For Interviews	1	3.6	1	4.0
Employment Verification/ Form Letter (At Layoff)	0	0.0	2	8.0
Free Want Ads	0	0.0	1	4.0
Total	28	100.0	25	100.0

[a] The n at the two time periods may differ according to the number of respondents other than the "common 50."

descriptors: teach diverse skills, miscellaneous, teach computers/business, know business needs, teach reality, continuing education for older workers, no journalism major, junior colleges/vo-tech, career counseling, teach specialization, and teach foreign language. The dislocated newspaper worker respondents' verbatim responses are located in Appendixes V and W.

In the six-month survey, 14 respondents (27.5%) suggested teaching diverse skills and nine (17.6%) recommended teaching more computer/business courses. Six respondents (11.7%) suggested educational institutions should know the needs of business regarding potential workers. In the 18-month survey, 16 respondents (30.2%) suggested institutions of higher education should teach more diverse skills, while nine (17.0%) believed there was a need for teaching more computer/business courses. Eight respondents (15.1%) recommended that educational institutions should teach "reality" (see Table 38).

Chi-square "goodness of fit" tests were conducted to ascertain if there were any significant differences in the responses by: the "common 50" and the "other 14" respondents at six months (n=64); the "common 50" and the "other 23" respondents at 18 months (n=73); and, the "other 14" at six months and the "other 23" at 18 months. The statistical level of significance was set a priori at p=.05. Significant differences were noted between the "common 50" and the "other 14" respondents at six months on "Relocation Considerations" at p=.02 (Cochran's guidelines were not met), "Family Lifestyle Home Insurance" at p=.01 (Cochran's guidelines were not met), and on "Family Lifestyle Life Insurance" at p=.036 (Cochran's guidelines were not met). Significant differences were noted between the "common 50" and the "other 23" respondents at 18 months on "Race" at p=.003 (Cochran's guidelines were not met), "Time Period for Seeking Other Employment" at p=.045 (Cochran's guidelines were not met), and on "Marital Status at Separation from Newspaper" at p=.03. No significant differences were noted between the "other 14" respondents at six months and the "other 23" respondents at 18 months (see Table 39).

Table 38

Dislocated Newspaper Worker Respondents' Recommendations to Educational Institutions for Preparing the Current and Future Work Force as Reported Six Months after Dislocation and 18 Months after Dislocation

Comment Descriptors[a]	Six Months n	Six Months %	18 Months n	18 Months %
Teach Diverse Skills	14	27.5	16	30.2
Miscellaneous[b]	13	25.4	9	17.0
Teach Computers/Business	9	17.6	9	17.0
Know Business Needs	6	11.7	0	0.0
Teach Reality	2	3.9	8	15.1
Continuing Education	2	3.9	4	7.5
No Journalism Major	1	2.0	3	5.7
Jr. Colleges/Vo-Tech	1	2.0	1	1.9
Offer Career Counseling	1	2.0	2	3.7
Teach specialization	1	2.0	1	1.9
Teach foreign language	1	2.0	0	0.0
Total	51[c]	100.0	53[d]	100.0

[a] The n at the two time periods may differ according to the number of respondents other than the "common 50." [b] Refers to all other recommendations that were not suitable for inclusion in the specific descriptor list (see Appendix T). [c] Thirteen participants did not respond to this item. [d] Twenty participants did not respond to this item.

Table 39

Significant Differences (Pearson Chi-Square) Noted between the "Common 50" and the "Other 14" Respondents at Six Months, and Between the "Common 50" and the "Other 23" Respondents at 18 Months

Variable	F-value	DF	E_i's <5	Sig.
"50" vs. "14"				
Relocation Considerations	7.71429	2	2/6 (33.3%)	.021
Family Lifestyle Home Insurance	9.02073	2	4/6 (66.7%)	.010
Family Lifestyle Life Insurance	6.63288	2	3/6 (50.0%)	.036
"50" vs. "23"				
Race	8.62451	1	1/4 (25.0%)	.003
Time Period for Seeking Other Employment	8.03249	3	3/8 (37.5%)	.045
Marital Status at Separation from Newspaper	4.68655	1	0/0 (00.0%)	.030

Supplementary Findings

Further analysis of the data collected revealed that 50 respondents had answered both surveys. These 50 have been referred to in the previous findings as the "common 50" respondents. While an analysis of the "common 50" was not a part of the original objectives of this study, this researcher believed that a broad depiction of this common group would augment the earlier findings.

Findings for the "common 50" respondents are reported by time periods of data collection (six months; 18 months). Analysis was based upon frequency distributions for all variables in both the six-month survey and the 18-month survey. Some percentages in the tables do not add to 100 due to rounding.

Demographic Data of Respondents

Objective One of the study was to describe the dislocated newspaper workers on selected demographic characteristics. Variables examined included: gender, age, race, educational background, marital status at time of separation from the newspaper, current marital status, and number of children living at home at time of layoff.

The dislocated newspaper workers were asked to indicate their gender. Thirty-three of the "common 50" respondents (66%) were male and 17 (34%) were female.

Respondents were requested to report their age ranges. Twenty of the "common 50" respondents (40%) in the 30 to 39 year old age group were laid off. Twenty-six (52%) of those respondents were 40 years of age or older (see Table 40).

Table 40

Age Ranges of the "Common 50 " Dislocated Newspaper Worker Respondents at Time of Separation from the Newspaper

Age Groups	n	%
20 to 29	4	8.0
30 to 39	20	40.0
40 to 49	8	16.0
50 to 59	11	22.0
60 and Over	7	14.0
Total	50	100.0

Forty-five of the "common 50" (90%) reported their ethnic group as white and five (10%) reported they were black. No other ethnic group was represented.

The dislocated newspaper workers were asked to report their educational background. Nine of the "common 50" respondents (18%) reported their highest level of education was a high school diploma. Over 40% of the "common 50" respondents at both collection points, 22 (44%) in the six-month survey and 23 (46%) in the 18-month survey, had earned a bachelor's degree (see Table 41). Ten of the "common 50" respondents (47.6%) with a bachelor's degree indicated that they received their degrees from Louisiana State University at Baton Rouge, while two (9.5%) at six months and two (10%) at 18 months reported earning their bachelor's degrees at

Louisiana Tech. One participant at six months and three at 18 months did not respond to this item (see Table 42).

Table 41

Educational Background of the "Common 50" Dislocated Newspaper Worker Respondents at Six Months and 18 Months

Education	Six Months n	Six Months %	18 Months n	18 Months %
Less than high school	5	10.4	5	10.0
High school diploma	9	18.0	9	18.0
Associate degree	0	0.0	0	0.0
Some college	10	20.0	9	18.0
Bachelor's degree	22	44.0	23	46.0
Master's degree	4	8.0	4	8.0
Doctoral degree	0	0.0	0	0.0
Total	50	100.0	50	100.0

Respondents were asked to report their marital status at time of separation from the newspaper and also at the time of the six-month survey. Thirty-five (70%) of the "common 50" dislocated workers reported they were married at time of separation from the newspaper while 34 (68%) were married at the time of the six-month survey. Responses to the six-month survey indicated one marital separation among the "common 50" married respondents from time of separation from the newspaper to the time of the six-month survey, and one divorce from time of separation to the time of the 18-month survey. Thirty-five respondents (70%) reported they were married at the time of separation and 34 (68%) were married at the time of the 18-month survey (see Table 43).

Table 42

Educational Institutions Granting Bachelor's Degrees of the "Common 50" Dislocated Newspaper Worker Respondents at Six Months and 18 Months

Institution	Six Months n	 %	18 Months n	 %
Louisiana State University - BR	10	47.6	9	45.0
Louisiana Tech	2	9.5	2	10.0
University of Southern Miss.	2	9.5	1	5.0
Northwestern La.	1	4.8	1	5.0
Loyola	1	4.8	1	5.0
McNeese	1	4.8	1	5.0
University of New Orleans	1	4.8	1	5.0
Nicholls State	1	4.8	1	5.0
Tulane University	1	4.8	1	5.0
North Texas State	1	4.8	1	5.0
Sam Houston State	0	0.0	1	5.0
Total	21[a]	100.0	20[b]	100.0

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[a] Twenty-nine participants did not respond to this item.
[b] Thirty participants did not respond to this item.

Respondents were asked to report the number of children living at home at time of separation from the newspaper. Twenty-four of the "common 50" respondents (48%) reported that they had one or two children living at home when they were laid off, and 24 (48%) indicated they had no children living at home at time of separation from the newspaper. Only two (4%) had three or four children living at home at time of separation from the newspaper (see Table 44).

Table 43

Marital Status at the Time of Separation from Employment and at the Time of the Six-Month Survey and at the Time of the 18 Month Survey of the "Common 50" Dislocated Newspaper Worker Respondents

Marital Status	Time of Separation n	Time of Separation %	Six Months n	Six Months %	18 Months n	18 Months %
Single	10	20.0	10	20.0	10	20.0
Married	35	70.0	34	68.0	34	68.0
Separated	0	0.0	1	2.0	0	0.0
Divorced	5	10.0	5	10.0	6	12.0
Widowed	0	0.0	0	0.0	0	0.0
Total	50	100.0	50	100.0	50	100.0

Table 44

Number of Children Living at Home at the Time of the "Common 50" Dislocated Newspaper Worker Respondents' Separation from Employment

Number of Children	n	%
None	24	48
One to Two	24	48
Three to Four	2	4
Five or more	0	0.0
Total	50	100.0

Employment History of Respondents and Spouses

Objective Two of the study was to describe the dislocated newspaper workers' employment history and the employment history of the spouse, including any residual effect noted by the newspaper worker's dislocation.

Area of Employment at Newspaper

The dislocated newspaper workers were asked to indicate in which area of the newspaper they were working at the time of separation. Responses of the "common 50" indicated the largest number, 14 (28%), of the layoffs occurred in the news department (see Table 45).

Table 45

Employment Area at Newspaper of the "Common 50" Dislocated Newspaper Worker Respondents

Area of Employment	n	%
News	14	28.0
Press	7	14.0
Sports	7	14.0
Composing	7	14.0
Other	6	12.0
Circulation	4	8.0
Mail	3	6.0
Engraving	2	4.0
Total	50	100.0

Years Employed at Newspaper

Responses to the request for the number of years employed by the newspaper showed over one-third of the "common 50" laid-off workers, 18 (36%), had devoted 20 or more years of service to the company. Twenty-one (42%) of the layoffs affected people who had 15 years of service or more (see Table 46).

Table 46

Number of Years of Employment with Newspaper as Reported by the "Common 50" Dislocated Newspaper Worker Respondents

Years of Employment	n	%
Less than 5	8	16.0
5 - 9	11	22.0
10 - 14	10	20.0
15 - 19	3	6.0
20 or more	18	36.0
Total	50	100.0

Salary at Newspaper

Respondents were asked to give their salary ranges prior to the layoff. In response to the six-month survey, thirty-two of the "common 50" respondents (64%) reported having an annual salary of $25,000 or more prior to the layoff. Thirty (60%) in the 18-month survey reported $25,000 or more income prior to the layoff (see Table 47).

Table 47

Salary Ranges at the Time of Separation from the Newspaper of the "Common 50" Dislocated Newspaper Worker Respondents

Salary Range[a]	Six Months n	Six Months %	18 Months n	18 Months %
Less than $20,000	9	18.0	7	14.0
$20,000 - $24,999	9	18.0	13	26.0
$25,000 - $29,999	13	26.0	10	20.0
$30,000 - $34,999	12	24.0	12	24.0
$35,000 - $39,999	6	12.0	7	14.0
$40,000 or more	1	2.0	1	2.0
Total	50	100.0	50	100.0

Employment Prior to Newspaper

The laid-off workers were asked if they were employed immediately prior to working at the Capital City Press newspapers. Thirty-seven of the "common 50" respondents (74%) to the six-month survey reported that they were employed immediately prior to working at the newspaper. In the 18-month survey, 34 of the respondents (68%) reported they were employed prior to working at the newspaper. Three participants did not respond to this item at the second data collection period.

Respondents were asked what was their position of employment prior to working at the newspaper. Of the "common 50" respondents in the six-month survey who indicated they were employed immediately prior to working at the local newspaper, 14 (37.8%) reported that they were employed with another newspaper immediately prior to joining the local newspaper. Three participants did not respond at 18 months (see Table 48).

Table 48

Employment Position Immediately Prior to Newspaper Employment of the "Common 50" Dislocated Newspaper Worker Respondents

Prior Position	Six Months		18 Months	
	n	%	n	%
Newspaper	14	37.8	14	41.2
Sales Clerk	7	18.9	3	8.8
State of Louisiana	4	10.8	2	5.9
Laborer	3	8.1	1	2.9
Secretarial	2	5.4	2	5.9
Teacher	3	8.1	2	5.9
U. S. Military	2	5.4	3	8.8
Artist	0	0.0	1	2.9
Sales	1	2.7	1	2.9
Self-employed	1	2.7	1	2.9
Electronics Technician	0	0.0	1	2.9
Advertising	0	0.0	1	2.9
Custodian	0	0.0	1	2.9
Management	0	0.0	1	2.9
Total	37[a]	100.0	34[b]	100.0

[a] Thirteen participants did not respond to this item. [b] Sixteen participants did not respond to this item.

While the formal closure date of the State-Times was October 2, 1991, some of the "common 50" respondents indicated that they left the company after receiving layoff notification, but prior to the closure date; two (4%) reported leaving in July 1991; two (4%) in August, and one (2%) in September. The remaining 45 (90%) indicated that they remained with the company through the final day of publication.

Job Seeking Post Dislocation

Respondents were asked how long they waited after the layoff before seeking other employment. Nineteen of the "common 50" respondents (38%) to the six-month survey reported that they did not seek other employment at all. Twenty-one of the "common 50" respondents (42%) sought immediate employment after dislocation from the newspaper (see Table 49).

Table 49

Length of Time Waited before Seeking Other Employment as Reported by the "Common 50" Dislocated Newspaper Workers

Time Elapsed	Six Months n	Six Months %	18 Months n	18 Months %
Immediately	21	42.0%	19	39.6
1-8 weeks	5	10.0%	2	4.2
1-10 months	5	10.0	9	18.8
Did not seek	19	38.0	18	37.5
Total	50	100.0	48[a]	100.0

[a] Two participants did not respond to this item.

Employment Status at Data Collection Periods

Respondents were asked to indicate their current employment status. Twenty-eight of the "common 50" respondents (56%) at the time of the six-month survey were unemployed and 22 respondents (44%) reported they had obtained employment. Twenty-one (42%) were still without a job at the time of the 18-month survey. Respondents to both surveys were asked to list the number of jobs interviewed for or sought after leaving the newspaper. Of the 20 "common 50" respondents at six months, seven (35%) had one to two interviews; two (10%) had three to four; three (15%) had five to six; and 8 (40%) had seven or more. Of the 30 responding at 18 months, 10 (33.3%) had one to two interviews; five (16.7%) had three to four; five (16.7%) had five to six; and 10 (33.3%) had seven or more.

Of the 23 "common 50" respondents at six months who listed the month they found new employment, six (27.3%) found work in October 1991; two (9.0%) in November 1991; three (13.6%) in December 1991; five (22.7%) in January 1992; three (13.6%) in February 1992; three (13.6%) in March 1992. Percentages do not add to 100 due to rounding. Of the 29 respondents at 18 months, four (13.8%) found new employment in October 1991; four (13.8%) in November 1991; five (17.2%) in January 1992; three (10.3%) in February 1992; one (3.5%) in March 1992; one (3.5%) in April 1992; three (10.3%) in May 1992; four (13.8%) in June 1992; one (3.4%) in July 1992; one (3.5%) in August 1992; and two (6.9%) in September 1992.

The "common 50" respondents who were employed at the time of the surveys were asked to identify their current employment position. Of the 18 respondents, four respondents (22.2%) in the six-month group had obtained employment in public relations positions, three (16.7%) were employed in sales, and two (11.1%) had taken positions with another newspaper. At the time of the 18-month survey, five of the 28 "common 50" respondents (17.9%) were employed in sales, and four (14.3%) were in public relations. Three (10.6%) were with another newspaper and three (10.6%) were working as secretaries (see Table 50).

Table 50

Employment Position Six Months after Dislocation and 18 Months after Dislocation as Reported by the "Common 50" Dislocated Newspaper Worker Respondents

Current Position	Six Months		18 Months	
	n	%	n	%
Public Relations	4	22.2	4	14.3
Newspaper	2	11.1	3	10.6
Sales	3	16.7	5	17.9
Secretarial	2	11.1	3	10.6
Self-employed	2	11.1	0	0.0
Environmental Tech	1	5.5	1	3.6
Telephone Operator	1	5.5	0	0.0
Construction	1	5.5	1	3.6
Free-lance writer	1	5.5	1	3.6
Artist	1	5.5	0	0.0
Teacher's Aide	0	0.0	1	1.6
Teacher	0	0.0	2	7.1
Technician	0	0.0	1	3.6
Counselor	0	0.0	2	7.1
Designer	0	0.0	1	3.6
Editor	0	0.0	1	3.6
Archivist	0	0.0	1	3.6
Bookkeeper	0	0.0	1	3.6
Total	18[a]	100.0	28[b]	100.0

[a] Thirty-two participants did not respond to this item.
[b] Twenty-two participants did not respond to this item.

Respondents at six months and at 18 months were asked to indicate how they learned of job opportunities. The responses of the "common 50" to both surveys reflected that friends and newspaper ads were the top sources for learning of job opportunities. At six months, nine (39.1%) of 23 respondents learned of job opportunities through friends and seven (30.4%) through newspaper ads, six (26.1%) through other sources, and one (4.4%) through a job service office. At 18 months, nine of the 30 respondents (30.0%) learned of employment opportunities through friends, four (13.3%) through newspaper ads, three (10%) through a job service office, two (6.7%) through personnel agencies, and 12 (40%) by other sources.

When those respondents to the six-month survey who had found another job were asked to give their current salary range, 13 of the 23 "common 50" employed respondents (59.1%) reported annual income of $20,000 or less. In the 18-month survey, 16 (55.2%) of 29 currently employed respondents reported annual income of $20,000 or less (see Table 51).

Respondents to the 18-month survey who were currently employed also were asked to indicate what the percentage of their current salary was as compared to their salary immediately prior to separation from the newspaper. This item was added to the instrument for the 18-month survey. Of the 30 employed "common 50" respondents, 13 (44.8%) reported that they were earning less than 50% of their newspaper salary. Four (13.8%) of those dislocated workers reported that their annual salary after dislocation was greater than their newspaper salary (see Table 52).

Table 51

Salary Ranges of the "Common 50" Dislocated Newspaper Worker Respondents Who Were Employed Six Months after Dislocation and 18 Months after Dislocation

Salary Range	Six Months n	Six Months %	18 Months n	18 Months %
$20,000 or less	13	59.1	16	55.2
$20,001 - $24,999	3	13.6	4	13.8
$25,000 - $29,999	2	9.1	3	10.3
$30,000 - $34,999	2	9.1	3	10.3
$35,000 - $39,999	2	9.1	2	6.9
$40,000 or more	0	0.0	1	3.4
Total	22[a]	100.0	29[b]	100.0

[a] Twenty-eight participants did not respond to this item.
[b] Twenty-one participants did not respond to this item.

Table 52

Salary 18 Months after Dislocation as a Percentage of Newspaper Salary as Reported by the "Common 50" Dislocated Newspaper Worker Respondents

Salary	18 Months n	18 Months %
Less than 50% of Newspaper	13	44.8
50 to 75% of Newspaper	8	27.6
75 to 100% of Newspaper	4	13.8
Greater than Newspaper	4	13.8
Total	29[a]	100.0

[a] Twenty-one participants did not respond to this item.

Twenty-two of the married "common 50" respondents (73.3%) to the six-month survey reported that their respective spouses were employed prior to the layoff, while 25 (75.8%) in the 18-month survey reported that their respective spouses were employed prior to the layoff. In the six-month survey, the occupations of the "common 50" dislocated workers' spouses were spread over 13 specific given job areas (n=21). They were as follows: secretarial, three (14.2%); journalist, three (14.2%); manager, two (9.5%); lab technician, two (9.5%); accountant, two (9.5%); clerk, two (9.5%); day care worker, one (4.8%); teacher, one (4.8%); nurse, one (4.8%); merchant, one (4.8%); electrician, one (4.8%); school bus driver, one (4.8%); and paralegal, one (4.8%). One participant did not respond to this item. At 18 months, the occupations of the "common 50" dislocated workers' spouses were spread over 14 specific given job areas (n=25). They were as follows: secretarial, 6 (24%); sales, 4 (16%); journalist, 4 (16%); teacher, 3 (12%); and 1 (4%) each as manager, lab technician, accountant, clerk,nurse, school bus driver, paralegal and architect.

Respondents whose spouses were employed prior to the layoff were requested to indicate their spouses' salary ranges. In the six-month survey, seven "common 50" respondents' spouses (31.8%) were earning less than $20,000 annually prior to separation and four (18.2%) were earning $30,000 or more per year. At 18 months, 10 (36.4%) spouses were reported earning less than $20,000 annually prior to separation and four (16%) were earning $30,000 or more per year (see Table 53).

Table 53

Spouses' Salary Ranges at the Time of Separation from the Newspaper of the "Common 50" Dislocated Newspaper Worker Respondents as Reported Six Months after Dislocation and 18 Months after Dislocation

Salary Range	Six Months n	Six Months %	18 Months n	18 Months %
Less than $20,000	7	31.8	10	40.0
$20,000 - $24,999	4	18.2	2	8.0
$25,000 - $29,999	3	13.6	4	16.0
$30,000 - $34,999	4	18.2	5	20.0
$35,000 - $39,999	1	4.6	1	4.0
$40,000 or more	3	13.6	3	12.0
Total	22[a]	100.0	25[b]	100.0

[a] Twenty-eight participants did not respond to this item.
[b] Twenty-five participants did not respond to this item.

One of the 34 married "common 50" respondents (2.9%) to the six-month survey and five (14.7%) of the 34 at the time of the 18-month survey, said their spouses' employment changed as a result of dislocated workers separation from the newspaper. The new positions of spouses were not reported. The income for the one spouse in the six-month survey whose employment changed was less than $20,000 per year. The salary ranges of the four spouses whose employment changed were reported at 18 months (one spouse had become unemployed). Of the four, one was earning $20,000 or less per year, one $20,001 to $24,999, and two $30,000 to $34,999.

Those spouses' occupations included work in public relations, secretarial, sales, and as a photographer's assistant.

Occupational Mobility of Dislocated Workers

Objective Three of the study was to describe the occupational mobility of workers dislocated by closure of the State-Times newspaper. Respondents were asked to indicate if they considered moving, had to move or gave no consideration to moving after being separated from the newspaper. Thirty-two of the "common 50" respondents (65.3%) to the six-month survey neither considered moving nor were forced to move to find employment. Thirty-four (70.8%) in the 18-month survey reported that they neither considered moving nor were required to move to find employment (see Table 54).

Table 54

Relocation Considerations of the "Common 50" Dislocated Newspaper Worker Respondents Six Months after Dislocation and 18 Months after Dislocation

Considerations	Six Months		18 Months	
	n	%	n	%
Considered Move	10	20.4	9	18.8
Had to Move	7	14.3	5	10.4
Neither Considered Move Nor Had to Move	32	65.3	34	70.8
Total	49[a]	100.0	48[b]	100.0

[a] One participant did not respond to this item. [b] Two participants did not respond to this item.

Seventeen of the "common 50" respondents (77.3%) in the six-month survey reported they were willing to move more than 100 miles to gain employment while 14 (66.6%) of the 18-month group indicated they also would move more than 100 miles for a job (see Table 55).

Table 55

Distance that Respondents Were Willing to Move to Find Employment as Reported Six Months after Dislocation and 18 Months after Dislocation by the "Common 50" Dislocated Newspaper Worker Respondents

Distance	Six Months n	Six Months %	18 Months n	18 Months %
0 - 25 miles	1	4.5	2	9.5
26 - 50 miles	0	0.0	1	4.8
51 - 75 miles	1	4.5	1	4.8
76 - 100 miles	3	13.6	3	14.3
101 or more miles	17	77.3	14	66.6
Total	22[a]	100.0	21[b]	100.0

[a] Twenty-eight participants did not respond to this item.
[b] Twenty-nine participants did not respond to this item.

Respondents were asked to indicate the distance they were required to move to find employment. Eight "common 50" respondents (61.5%) to the six-month survey indicated they were required to move 101 or more miles while six (54.5%) at 18-months reported being required to move 101 or more miles (see Table 56).

Economic and Emotional Considerations

Objective Four of the study was to describe the economic impact and the emotional impact on workers dislocated by the closure of the State-Times, as perceived by the dislocated workers. Respondents were asked to report if they were required to change their lifestyle as a result of separation

Table 56

Distance That the "Common 50" Dislocated Newspaper Worker Respondents Were Required to Move to Find Employment as Reported Six Months after Dislocation and 18 Months after Dislocation

Distance	Six Months n	Six Months %	18 Months n	18 Months %
0 - 25 miles	3	23.1	4	36.4
26 - 50 miles	0	0.0	0	0.0
51 - 75 miles	0	0.0	0	0.0
76 - 100 miles	2	15.4	1	9.1
101 or more miles	8	61.5	6	54.5
Total	13[a]	100.0	11[b]	100.0

[a] Thirty-seven of the participants did not respond to this item. [b] Thirty-nine of the participants did not respond to this item.

from the newspaper. Forty-two of the "common 50" respondents (84%) to the six-month survey said they were required to change their lifestyle while 36 (72%) reported in the 18-month survey that their lifestyle was changed because of the layoff.

Respondents were asked to indicate in what lifestyle areas did they maintain, reduce or eliminate expenses. This researcher listed on the instrument three major lifestyle areas, including various categories, to which the dislocated workers could respond. The major lifestyle areas, with categories, were: Leisure (travel, movies/theater, clothing, hobbies, and dining out); Household (groceries, energy or electrical, etc., telephone, television, automobile maintenance, and home maintenance); and Family (education, use of credit cards, car insurance, home insurance, medical/dental insurance, and child care).

Of the three major lifestyle areas, the "common 50" respondents to the six-month survey reported leisure as the one area in which they elected to cut back dramatically. Thirty-three of the "common 50" respondents (82.5%) reduced dining out and four (10%) eliminated it. Twenty-six (70.3%) reduced clothing purchases and five (13.5%) eliminated purchasing any clothing (see Table 57). At 18 months, 32 (64%) reduced dining out; 28 (77.8%) reduced clothing purchases; and 24 (66.7%) reduced travel (see Table 58).

Table 57

Leisure Lifestyle Changes by the "Common 50" Dislocated Newspaper Worker Respondents as Reported Six Months after Dislocation

Categories	Eliminated		Reduced		Maintained	
	n	%	n	%	n	%
Movies/Theater[a]	13	37.1	17	48.6	5	14.3
Travel[b]	10	26.3	23	60.5	5	13.2
Clothing[c]	5	13.5	26	70.3	6	16.2
Dining Out[d]	4	10.0	33	82.5	3	7.5
Hobbies[e]	4	11.8	23	67.6	7	20.6

[a] Fifteen participants did not respond to this item. [b] Twelve participants did not respond to this item. [c] Thirteen participants did not respond to this item. [d] Ten participants did not respond to this item. [e] Twenty participants did not respond to this item.

Table 58

Leisure Lifestyle Changes by the "Common 50" Dislocated Newspaper Worker Respondents as Reported 18 Months after Dislocation

Categories	Eliminated n	Eliminated %	Reduced n	Reduced %	Maintained n	Maintained %
Travel[a]	9	25.0	24	66.7	3	8.3
Movies/Theater[b]	9	25.0	22	61.1	5	13.9
Hobbies[c]	5	13.5	21	56.8	11	29.7
Clothing[d]	2	5.6	28	77.8	6	16.7
Dining Out[e]	2	5.3	32	64.0	4	10.5

[a] Fourteen participants did not respond to this item. [b] Fourteen participants did not respond to this item. [c] Thirteen participants did not respond to this item. [d] Fourteen participants did not respond to this item. [e] Twelve participants did not respond to this item.

Among the "common 50" respondents to the six-month survey, 21 (52.5%) had reduced their energy bills, while 19 (48.7%) reported that they had reduced their grocery bill as one way of cutting back on household expenditures. Fourteen (38.9%) reduced, and four (11.1%) eliminated expenses for maintaining their homes. Sixteen (42.1%) had cut back in automobile maintenance, and 14 (38.9%) in home maintenance (see Table 59).

In the 18-month survey, 13 of the respondents (35.1%) were cutting back on groceries and 19 (54.3%) had reduced home maintenance expenses (see Table 60). In the six-month survey, 22 respondents (55%) reduced and 17 (42.5%) eliminated the use of credit cards as one way of cutting back

Table 59

Household Lifestyle Changes by the "Common 50" Dislocated Newspaper Worker Respondents as Reported Six Months after Dislocation

Categories	Eliminated n	Eliminated %	Reduced n	Reduced %	Maintained n	Maintained %
Home maintenance[a]	4	11.1	14	38.9	18	50.0
TV (cable, etc)[b]	4	10.5	10	26.3	24	63.2
Auto maintenance[c]	1	2.6	16	42.1	21	55.3
Energy[d]	0	0.0	21	52.5	19	47.5
Groceries[e]	0	0.0	19	48.7	20	40.0
Telephone[f]	0	0.0	17	43.6	22	56.4

[a] Fourteen participants did not respond to this item. [b] Twelve participants did not respond to this item. [c] Twelve participants did not respond to this item. [d] Ten participants did not respond to this item. [e] Eleven participants did not respond to this item. [f] Eleven participants did not respond to this item.

family expenses. Nine (23.1%) reduced and three (7.7%) eliminated medical/dental insurance (see Table 61).

Twenty-one respondents (55.3%) to the 18-month survey reported that they had reduced the use of credit cards, and 13 (34.2%) had eliminated the use of credit cards. Cutbacks in medical/dental insurance and in life insurance had increased. Ten (26.3%) had reduced and seven (18.4%) eliminated medical/dental insurance, while 10 (27%) had eliminated life insurance (see Table 62).

The dislocated workers were asked if they elected to continue their health insurance through the provisions of COBRA. Twenty-seven of the "common 50" respondents (55.1%)

Table 60

Household Lifestyle Changes by the "Common 50" Dislocated Newspaper Worker Respondents as Reported 18 Months after Dislocation

Categories	Eliminated		Reduced		Maintained	
	n	%	n	%	n	%
Home maintenance[a]	3	8.6	19	54.3	13	37.1
TV (cable, etc.)[b]	3	8.1	13	35.1	21	56.8
Auto maintenance[c]	1	2.6	16	42.1	21	55.3
Telephone[d]	0	0.0	17	44.7	21	55.3
Energy[e]	0	0.0	16	42.1	22	57.9
Groceries[f]	0	0.0	13	35.1	24	64.9

[a] Fifteen participants did not respond to this item. [b] Thirteen participants did not respond to this item. [c] Twelve participants did not respond to this item. [d] Twelve participants did not respond to this item. [e] Twelve participants did not respond to this item. [f] Thirteen participants did not respond to this item.

to the six-month survey (n=49) reported extending their health insurance, while 22 (44.9%) said they did not extend their insurance and one participant did not respond to this item. In the 18-month survey, all participants answered this question, 22 (44%) reporting the extension of their health insurance and 28 (56%) did not extend health insurance.

The "common 50" respondents who continued their health insurance through the provisions of COBRA also were asked to indicate the length of time they extended or planned to extend the benefits. Fifteen (55.6%) of those workers in the six-month survey (n=27) extended or planned to extend thebenefits for the entire 18 months allowed by COBRA and the

Table 61

Family Lifestyle Changes by the "Common 50" Dislocated Newspaper Worker Respondents as Reported Six Months after Dislocation

Categories	Eliminated		Reduced		Maintained	
	n	%	n	%	n	%
Credit Cards[a]	17	42.5	22	55.0	1	2.5
Life Insurance[b]	8	23.5	3	8.8	23	67.6
Education[c]	5	16.7	3	10.0	22	73.3
Child Care[d]	4	25.0	4	25.0	8	50.0
Medical/Dental Insurance[e]	3	7.7	9	23.1	27	69.2
Car Insurance[f]	0	0.0	6	15.8	32	84.2
Home Insurance[g]	0	0.0	1	3.0	32	97.0

[a] Ten participants did not respond to this item. [b] Sixteen participants did not respond to this item. [c] Twenty participants did not respond to this item. [d] Thirty-four participants did not respond to this item. [e] Eleven participants did not respond to this item. [f] Twelve participants did not respond to this item. [g] Seventeen participants did not respond to this item.

other 12 (44.4%) extended or planned to extend the benefits from one to 15 months. Thirteen of 22 respondents (59.1%) to the 18-month survey extended the benefits for the entire 18 months. The other 9 (40.9%) had extended the benefits from one to 15 months (see Table 63).

Respondents were asked to indicate whether it was necessary to rely on unemployment compensation benefits following closure of the newspaper. Thirty (60%) workers in the six-month survey (n=49) and 30 (60%) in the 18-month (n=49), said they had to rely on unemployment compensation

Table 62

Family Lifestyle Changes by the "Common 50" Dislocated Newspaper Worker Respondents as Reported 18 Months after Dislocation

Categories	Eliminated		Reduced		Maintained	
	n	%	n	%	n	%
Credit Cards[a]	13	34.2	21	55.3	4	10.5
Child Care[b]	10	45.5	6	27.3	6	27.3
Life Insurance[c]	10	27.0	6	16.2	21	56.8
Medical/Dental Insurance[d]	7	18.4	10	26.3	21	55.3
Education[e]	4	12.5	5	15.6	23	71.9
Home Insurance[f]	2	6.7	4	13.3	24	80.0
Car Insurance[g]	0	0.0	8	21.6	29	78.4

[a] Twelve participants did not respond to this item [b] Twenty-eight participants did not respond to this item. [c] Thirteen participants did not respond to this item. [d] Twelve participants did not respond to this item. [e] Eighteen participants did not respond to this item. [f] Twenty participants did not respond to this item. [g] Thirteen participants did not respond to this item.

benefits. Of the 11 respondents at six months who indicated a length of time unemployment benefits were used, two (18.2%) reported 26 weeks, one (9.1%) 20 weeks, two (18.2%) 18 weeks, two (18.2%) 10 weeks, three (27.2%) nine weeks, and one (9.1%) eight weeks. All 30 respondents at 18 months indicated a length of time unemployment benefits were used. leven (36.7%) reported using unemployment benefits 26 weeks, nine (30.0%) twelve weeks, four (13.3%) 18 weeks, three (10.0%) 9 weeks, two (6.7%) 12 weeks, and one (3.3%) twenty weeks.

Table 63

Length of Time to Use COBRA as Reported Six Months after Dislocation and 18 Months after Dislocation by the "Common 50" Dislocated Newspaper Worker Respondents

Length of Time	Six Months n	Six Months %	18 Months n	18 Months %
1-3 Months	5	18.5	1	4.5
4-6 Months	2	7.4	1	4.5
7-9 Months	3	11.1	0	0.0
10-12 Months	1	3.7	4	18.2
12-15 Months	1	3.7	3	13.6
Entire 18 Months	15	55.6	13	59.1
Total	27[a]	100.0	22[b]	100.0

[a] Twenty-three participants did not respond to this item.
[b] Twenty-eight participants did not respond to this item.

Respondents to the six-month and 18-month surveys were asked to indicate how secure they felt in the permanence of their employment with the newspaper prior to receiving their layoff notices. Five categories reflecting differing degrees or levels of perceived security were listed with the question: completely secure, very secure, secure, not very secure, and very insecure. Among the six-month "common 50" respondents, 40 (81.6%) workers reported that they felt either secure, very secure, or completely secure, in their employment prior to the layoff. Forty-three (89.6%) dislocated workers in the 18-month survey reported that they felt either secure, very secure, or completely secure, in their employment prior to the layoff (see Table 64).

Table 64

Perceived Degree of Employment Security Prior to Layoff as Reported Six Months after Dislocation and 18 Months after Dislocation by the "Common 50" Dislocated Newspaper Worker Respondents

Degree of Security	Six Months n	Six Months %	18 Months n	18 Months %
Completely secure	14	28.6	11	22.9
Very secure	18	36.7	24	50.0
Secure	8	16.3	8	16.7
Not very secure	8	16.3	4	8.3
Very insecure	1	2.0	1	2.1
Total	49[a]	100.0	48[b]	100.0

[a] One participant did not respond to this item. [b] Two participants did not respond to this item.

Respondents to both surveys were asked what preparations they made when they first learned of the coming changes and potential layoffs at the newspaper. Over 30% of the "common 50" respondents to both surveys indicated that they made no specific preparations. Six months after dislocation, 16 of the respondents (32%) reported that they made no specific preparations, 11 (22%) had begun exploring job options, and 10 (20%) had prepared resumes, seven (14%) made other preparations, three (6%) made financial preparations, and three (6%) had arranged for job interviews. After being dislocated from the newspaper 18 months, 16 (32.7%) reported they had made no specific preparations, 18 (36.7%) had begun exploring job options, six (12.2%) prepared resumes, four (8.2%) made financial preparations, three (6.1%) made other preparations, and two (4.1%) arranged job interviews. One participant did not respond to this item.

Respondents to the 18-month survey were asked to indicate if the layoff affected them to the extent that they had to seek professional counseling. This item was added to the instrument for the 18-month survey. Six of the "common 50" respondents (12%) reported that they had sought some type of professional counseling. Respondents were asked to select which type of counseling they had sought from a list of five types of counseling: personal/crisis, financial, career/employment, family, religious/ministerial, and other. Some types of counseling were listed more than once by the respondents. Following are the types of counseling and total number of times each type was listed: career/employment (4 times); family (2 times); personal/crisis (1 time); financial (1 time); and other (0 times). One participant did not check a type, but wrote in the margin of the instrument that he/she sought counseling at church by the minister. Six respondents did not check a type, but wrote notes in the margins of the instrument that they would have sought counseling of some type if they could have afforded it.

Respondents to the 18-month survey were requested to list who had been their support system during the period since separation from the newspaper. This item was added to the instrument for the 18-month survey. This researcher identified the following seven support systems: spouse, close friends, children, parents, former newspaper employees, former newspaper employer, and other. The respondents were asked to indicate which level of support they received from each of the aforementioned support systems using a scale of 1 = strongest support, 2 = some support, 3 = little support, 4 = very little support, and 5 = no support.

The strongest support system identified by 28 respondents (56%) was their spouse, while 18 (36%) reported their strongest support from close friends. Thirteen respondents (26%) each reported receiving their strongest support from children and 12 (24%) from parents. Only one (2%) respondent reported that the former newspaper employer offered the strongest support while 41 (82%) indicated that they did not receive any support from their former newspaper employer (see Table 65).

Attitudes and Perceptions of the Dislocated Workers

Objective Five of the study was to determine the self-described attitudes and perceptions of the workers regarding their dislocation from the newspaper. Respondents were asked to indicate what three words best described their thoughts when they found out they would no longer have a job at the newspaper. Respondents were then asked to indicate what three words best described their thoughts now (at the time of each of the surveys) regarding the event. This researcher, in collaboration with members of the instrument validation panel, selected eight descriptors (synonyms)--discrimination, agony, fear, anger, happy, shock, degraded, and betrayed--that best matched the words listed by respondents to both

Table 65

Perceived Support Systems of the "Common 50" Dislocated Newspaper Worker Respondents 18 Months after Dislocation

	Level of Support					
	Strongest	Some	Little	Very Little	None	Not ranked
Support System	n/%	n/%	n/%	n/%	n/%	n/%
Spouse	28/56.0	1/02.0	1/02.0	0/00.0	8/16.0	12/24.0
Close Friends	18/36.0	13/26.0	6/12.0	1/02.0	9/18.0	3/06.0
Children	13/26.0	14/28.0	0/00.0	0/00.0	11/22.0	12/24.0
Parents	12/24.0	8/16.0	2/04.0	1/02.0	12/24.0	15/30.0
Other	8/16.0	3/06.0	0/00.0	0/00.0	19/35.6	10/40.0
Former Newspaper Employees	4/08.0	9/18.0	7/14.0	7/14.0	19/38.0	4/08.0
Former Newspaper Employer	1/02.0	1/02.0	0/00.0	3/06.0	41/82.0	4/08.0

surveys. A ninth descriptor, mixed emotions, also was used for some responses.

Twenty of the "common 50" respondents (42.6%) to the six-month survey listed "shock" as the first word best describing their thoughts at the time of the layoff while another seven (14.9%) selected "anger", and seven (14.9%) also selected "agony". Six months later (after dislocation), more than a third, 17 (37.8%) of the former workers of the newspaper, still felt "anger" and only slightly fewer, 13 (28.9%), still had "mixed emotions". In the 18-month survey, "shock", 12 (25%), and "anger", 10 (20.8%), were the first words best describing their thoughts at the time of the layoff. Another seven (14%) felt "betrayed." Twelve respondents (26.1%) indicated they felt "happy", but eight (17.4%) of the laid-off workers listed "betrayed" as their current thoughts (see Table 66).

"Anger" was reported as the second word best describing their thoughts at the time of the layoff by 11 of the respondents (23.4%) to the six-month survey. Ten (21.3%) of the "common 50" dislocated workers listed "degraded" and 9 (19.1%) others listed "shock." Eleven respondents (28.9%) reported "anger" and ten (26.3%) of the former workers listed "mixed emotions" as the second best word describing their current thoughts at six months after dislocation. "Degraded" and "shock" were the most popular second words, each being listed by nine respondents (19.6%) to the 18-month survey describing their thoughts at the time of the layoff. Eight

Table 66

First Word Describing the "Common 50" Dislocated Newspaper Worker Respondents' Current Thoughts and Reflections on the Layoff as Reported at Six Months and at 18 Months after Dislocation

	Six-Month Survey				18-Month Survey			
	At Layoff		At Six Months		At Layoff		At 18 Months	
Word Descriptor	n	%	n	%	n	%	n	%
Shock	20	42.6	0	0.0	12	25.0	0	0.0
Anger	7	14.9	17	37.8	10	20.8	4	8.7
Agony	7	14.9	3	6.7	5	10.4	4	8.7
Betrayed	2	4.3	0	0.0	7	14.0	8	17.4
Mixed Emotions	1	2.1	13	28.9	3	6.3	8	17.4
Degraded	4	8.5	1	2.2	3	6.3	5	10.9
Happy	3	6.4	2	4.4	1	2.1	12	26.1
Fear	2	4.3	4	8.9	5	10.4	2	4.3
Discrimination	2	2.1	5	11.1	2	4.2	3	6.0
Total	47[a]	100.0	45[b]	100.0	48[c]	100.0	46[d]	100.0

[a] Three particpants did not respond to this item. [b] five participants did not respond to this item. [c] Two participants did not respond to this item. [d] Four participants did not respond to this item.

respondents (17.4%) listed "betrayed." When asked to indicate the second word best describing their current thoughts (at the time of the 18-month survey) regarding the event, 13 (30.2%) of the dislocated workers listed "happy." Eight respondents (18.6%) chose "mixed emotions", six (14%) "betrayed", and six (14%) "degraded" (see Table 67).

"Anger" was also reported as the most popular third word best describing the thoughts of the "common 50" at the time of the layoff by 14 of the respondents (32.6%) to the six-month survey while eight (18.6%) listed "betrayed." Fourteen respondents (35.9%) listed "anger" as the third word best describing their current thoughts (at the time of the six-month survey) and 11 (28.2%) more indicated "mixed emotions." Twelve respondents (26.7%) to the 18-month survey indicated "anger" was the third word best describing their thoughts at the time of the layoff. Seven (15.6% each) respondents listed "betrayed" as their third word. Six of the respondents (13.3%) each indicated "agony" and "shock" as the third word best describing their current thoughts (at the time of the 18-month survey) regarding the event. Four (8.9%) others said they were "happy" (see Table 68).

A summary of the total usage of each of the word descriptors shows that "shock" was listed most often at time of layoff--a total of 33 listings (24.1%)--by respondents to the six-month survey. "Shock" was followed by "anger," which was listed 32 times (23.3%). Respondents, at the time of six-month survey, listed "anger" 42 times (34.4%) and "mixed

Table 67

Second Word Describing the "Common 50" Dislocated Newspaper Worker Respondents' Current Thoughts and Reflections on the Layoff as Reported at Six Months and at 18 Months after Dislocation

	Six Month Survey				18-Month Survey			
	At Layoff		At Six Months		At Layoff		At 18 Months	
Word Descriptor	n	%	n	%	n	%	n	%
Anger	11	23.4	11	28.9	4	8.7	2	4.7
Degraded	10	21.1	4	10.5	9	19.6	6	14.0
Shock	9	19.1	0	0.0	9	19.6	1	2.3
Fear	8	17.0	6	15.8	5	10.9	5	11.6
Betrayed	4	8.5	0	0.0	8	17.4	6	14.0
Discrimination	1	2.1	1	2.6	1	2.2	1	2.3
Happy	3	6.4	4	10.5	2	4.3	13	30.2
Agony	1	2.1	2	5.3	6	13.0	1	2.3
Mixed Emotions	0	0.0	10	26.3	2	4.3	8	18.6
Total	47[a]	100.0	38[b]	100.0	46[c]	100.0	43[d]	100.0

[a] Three participants did not respond to this item. [b] Twelve participants did not respond to this item. [c] Four participants did not respond to this item. [d] Seven participants did not respond to this item.

Table 68

Third Word Describing the "Common 50" Dislocated Newspaper Worker Respondents' Current Thoughts and Reflections on the Layoff as Reported at Six Months and at 18 Months after Dislocation

	Six Month Survey				18- Month Survey			
	At Layoff		At Six Months		At Layoff		At 18 Months	
Word Descriptor	n	%	n	%	n	%	n	%
Anger	14	32.6	14	35.9	12	26.7	4	9.8
Betrayed	8	18.6	0	0.0	7	15.6	5	12.2
Fear	4	9.3	3	7.7	3	6.7	3	7.3
Agony	4	9.3	4	10.3	6	13.3	4	9.8
Degraded	5	11.6	3	7.7	2	4.4	1	2.4
Mixed Emotions	2	4.7	11	28.2	1	2.2	11	26.8
Shock	4	9.3	0	0.0	6	13.3	1	2.4
Discrimination	2	4.7	2	5.1	4	8.9	4	9.8
Happy	0	0.0	2	7.7	4	8.9	8	19.5
Total	43[a]	100.0	39[b]	100.0	45[c]	100.0	41[d]	100.0

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[a] Seven participants did not respond to this item. [b] Eleven participants did not respond to this item. [c] Five participants did not respond to this item. [d] Nine participants did not respond to this item.

emotions" 34 times (27.8%). "Degraded," at 19 times (13.9%), was the third most frequently listed word at the time of the six-month survey. A summary of the total usage of each of the word descriptors shows that "shock" was listed most often at time of layoff--a total of 27 listings (19.4%)--by respondents to the 18-month survey. "Shock" was followed by "anger," which was listed 26 times (18.8%). Respondents, at the time of the 18-month survey listed "happy" 33 times (25.4%) and "mixed emotions" 27 times (20.8%). "Betrayed," at 19 times (14.6%), was the third most-frequently listed word at the time of the 18-month survey (see Table 69).

Reflecting on the dislocation event in their life, the "common 50" newspaper workers reported shock, anger and degraded as their most descriptive emotions at time of separation. These emotions remained after six months as well. After eighteen months, the dislocated workers held anger and shock as the leading emotional descriptors, adding betrayal as the third leading descriptor of their thoughts.

Respondents to both surveys were asked to indicate if any effort was made by the company to assist them in finding employment after they received their layoff notices. Twenty-six respondents (52%) to the six-month survey reported that the company made no effort to assist them in finding employment and 24 (48%) indicated that the company did assist them. Twenty-seven (57.4%) (n=47) respondents to the 18-month survey answered that the company made no effort to

Table 69

Summary of Total Number of Times Word Descriptors Used to Describe the "Common 50" Dislocated Newspaper Worker Respondents' Current Thoughts and Reflections of Layoff as Reported Six Months and 18 Months after Dislocation

	Six-Month Survey				18-Month Survey			
	At Layoff		At Six Months		At Layoff		At 18 Months	
Word Descriptor	n	%	n	%	n	%	n	%
Shock	33	24.1	0	0.0	27	19.4	2	1.5
Anger	32	23.3	42	24.4	26	18.8	10	7.7
Degraded	19	13.9	8	6.6	14	10.1	12	9.2
Betrayed	14	10.2	0	0.0	22	15.8	19	14.6
Fear	14	10.2	13	10.6	13	9.4	10	7.7
Agony	12	8.8	9	7.4	17	12.2	9	6.9
Happy	6	4.4	8	6.6	7	5.0	33	25.4
Discrimination	4	2.9	8	6.6	7	5.0	8	6.2
Mixed Emotions	3	2.2	34	27.8	6	4.3	27	20.8
Total	137	100.0	122	100.0	139	100.0	185	100.0

assist them in finding employment while 20 (42.6%) reported that they did receive company assistance.

Those respondents who indicated that the company did make an effort to assist them in finding employment also were asked to describe how the company assisted them. Of the 24 "common 50" respondents to the six-month survey reporting that the company did assist them, 11 (45.9%) listed the various "seminars" (already mentioned in the "Introduction" of this report) and nine respondents (37.5%) reported assistance with "resume preparation." In the 18-month survey, eight respondents (40%) also reported "resume preparation" as a form of assistance by the company. Five respondents (25%) listed the various "seminars" and four (20%) listed "posted job vacancies" (see Table 70).

Chi-square "goodness of fit" tests were conducted to ascertain if there were any significant differences in the responses by the "common 50" at six months and at 18 months. The statistical level of significance was set a priori at p=.05. Significant differences were noted on "Length of Time Unemployment Benefits Used" at p=.004 (Cochran's guidelines were not met), "First Word Describing Current Thoughts at Time of 18-Month Survey" at p=.00 (Cochran's guidelines were not met), "Second Word Describing Current Thoughts at Time of 18-Month Survey" at p=.015 (Cochran's guidelines were not met), and "Third Word Describing Current Thoughts at Time of 18-Month Survey" at p=.032 (Cochran's guidelines were not met) (see Table 71).

Table 70

Description of Company Assistance in Finding Other Employment as Reported Six Months after Dislocation and 18 Months after Dislocation by the "Common 50" Dislocated Newspaper Worker Respondents

Assistance	Six Months n	Six Months %	18 Months n	18 Months %
Seminars	11	45.9	5	25.0
Resume Preparation	9	37.5	8	40.0
Posted Job Vacancies	2	8.3	4	20.0
Use of WATS Line	2	8.3	1	5.0
Time Off For Interviews	0	0.0	1	5.0
Employment Verification/ Form Letter (At Layoff)	0	0.0	1	5.0
Free Want Ads	0	0.0	0	0.0
Total	24	100.0	20	100.0

Table 71

Significant Differences (Pearson Chi-Square) Noted Between the "Common 50" Respondents at Six Months and 18 Months

Variable	F-value	DF	E_i's <5	Sig.
Length of Time Unemployment Benefits Used	24.12732	9	16/20 (80.0%)	.004
First Word Describing Thoughts at 18 Months	28.34957	7	10/16 (62.5%)	.000
Second Word Describing Thoughts at 18 Months	18.80495	8	9/18 (50.0%)	.015
Third Word Describing Thoughts at 18 Months	16.78271	8	13/18 (72.2%)	.032

CHAPTER 5

SUMMARY, CONCLUSIONS, AND RECOMMENDATIONS

Summary

On June 21, 1991, Capital City Press of Baton Rouge, Louisiana, corporate publisher of that city's two daily newspapers, announced it was planning to suspend publication of the evening newspaper, the State-Times. Less than a month later, on July 12, notifications were given to 132 employees of the corporation that they would be laid off when the State-Times formally closed on October 2, 1991. The primary purpose of this study was to describe the personal and occupational mobility characteristics of dislocated newspaper workers and the residual effect of their separation and unemployment.

The specific objectives of the study were to:

(1) Describe the workers dislocated by the State-Times closure using the following demographic characteristics (all at the time of separation from the newspaper): (a) gender, (b) age range, (c) race, (d) educational background, (e) marital status, and (f) number of children living at home. Current financial status and current marital status were examined.

(2) Describe the dislocated newspaper workers' employment history and the employment history of the spouse, including any perceived residual effect noted by the newspaper workers' dislocation.

(3) Describe the occupational mobility of workers dislocated by the closure of the State-Times.

(4) Describe the economic impact and the emotional impact on workers dislocated by the closure of the State-Times as perceived by the dislocated workers.

(5) Determine the self-described attitudes and perceptions of the workers regarding their dislocation from the newspaper.

(6) Describe dislocated newspaper workers' perceptions of occupational programs offered by educational institutions to prepare individuals for the work force.

This study was descriptive in nature. The target population was defined as the group of 132 workers notified by Capital City Press management on July 12, 1991, that they would be laid off when publication of the State-Times was suspended on October 2, 1991. The sampling plan utilized in the study was a 100% sample of the defined population.

A researcher-developed instrument, validated by an independent panel, was used for data collection at two time periods -- six months after the State-Times closed, and 18 months after closure. Final instrument items were based on information from the literature, professional experiences and panel reviews.

Designed for a quick and easy response, the instrument contained four sections (Demographics, Employment History, Standard of Living Considerations, and Other Considerations) with a total of 41 items for the six-month mailing and 43 items for the 18-month mailing. Two items were added to the instrument's section under the heading, Other Considerations, at the 18-month data collection date. The first mailing of the six-month data collection period was made to the target population of 132 dislocated newspaper workers in March, 1992. Twelve days after the first mailing, a follow-up postcard was mailed to the nonrespondents. Fourteen days after the postcard mailing, a duplicate copy of the instrument, complete with cover letter and stamped return envelope, was mailed to the nonrespondents. Six weeks after the initial mailing, a third copy of the instrument, also complete with cover letter and stamped return envelope, was mailed to the nonrespondents. A total of 64 respondents (48.5%) from the original list of 132 dislocated workers returned the questionnaire. In addition, five letters were returned with no forwarding address, and two individuals were known to have been rehired by the company. This yielded a total response rate of 51.2% (64) of the accessible population of 125 persons at six months after dislocation.

To ascertain if those who did not respond to the survey six months after dislocation were statistically different from those who did respond, an intensive telephone follow-up was made to 25% of the nonrespondents (n=16), and they were asked to answer all demographic items from Section I on the instrument. Additionally, and prior to telephoning the individuals, this researcher randomly chose 25% of the items (n=9) from the remaining sections of the instrument and requested individual nonrespondents to answer those items.

A chi-square "goodness of fit" test was used to compare the respondent and nonrespondent group responses for significant differences. Differences in responses of respondents and nonrespondents at six months were noted on "Unemployment Benefits Used" at p=.007 (Cochran's guidelines were not met), "Time Period for Seeking Other Employment" at p=.02 (Cochran's guidelines were not met), and on "Race" at p=.018.

The first mailing at the 18-month data collection period in February, 1993, was made to the accessible population of 125 of the dislocated newspaper worker population, with nonresponse followup. A total of 73 respondents (58.4%) from the 125 accessible population returned the questionnaire during the second data collection period. An additional nine questionnaires were returned with no forwarding address, one person was deceased, and at least one other individual had been rehired by the company. This yielded a total response rate of 64% (73) of the accessible population of 114 persons (18 months after dislocation).

To ascertain if those who did not respond at the second or 18-month data collection period were statistically different from those who did respond, an intensive telephone follow-up was made to 25% of the non-respondents (n=10). Each member of the non-respondent group was asked to answer all demographic items on the instrument. Additionally, this researcher utilized the same randomly-chosen items (n=9) used in the six-month survey telephone follow-up and requested responses to the selected items. All 10 persons contacted by telephone provided responses to the inquiry.

Nonrespondents were compared with the respondent group on these items and no significant differences between the respondents and nonrespondents at the 18-month data collection period were found. This researcher concluded, then, that the groups were similar and that the respondent group was representative of the accessible population at the 18-month data collection period. A total of 87 (65.9%) of 132 different dislocated newspaper workers participated in this study.

Analysis was based upon frequency distributions for all variables in both the six-month survey and the 18-month survey. Findings were reported by time periods of data collection (six months; 18 months). There were 50 respondents common to both the six-month and 18-month surveys. The "other 14" respondents in the six-month survey (n=64) did not respond to the 18-month survey, while the "other 23" respondents in the 18-month survey (n=73) did not respond to the six-month survey.

Chi-square "goodness of fit" tests were conducted to ascertain if there were any significant differences in the responses by: the "common 50" and the "other 14" respondents at six months (n=64); the "common 50" and the "other 23" respondents at 18 months (n=73); and the "other 14" at six months and the "other 23" at 18 months. Significant differences were noted between the "common 50" and the "other 14" respondents at six months in "Relocation Considerations" at p=.02 (Cochran's guidelines were not met), "Family Lifestyle Home Insurance" at p=.01 (Cochran's guidelines were not met), and in "Family Lifestyle Life Insurance" at p=.036 (Cochran's guidelines were not met). Significant differences were noted between the "common 50" and the "other 23" respondents at 18 months in "Race" at p=.003 (Cochran's guidelines were not met), "Time Period for Seeking Other Employment" at p=.045 (Cochran's guidelines were not met), and in "Marital Status at Separation from Newspaper" at p=.03. No significant differences were noted between the "other 14" respondents at six months and the "other 23" respondents at 18 months.

1. Findings related to Objective One (demographics) included the following:
   (a) Of the "87 different respondents", 62 (71.3%) were male and 25 (28.7%) were female. Forty-four (68.8%) of the displaced newspaper workers were male and 20 (31.3%) were female in the six-month survey. The 18-month survey reflected a total of 51 (69.9%) males and 22 (30.1%) females.
   (b) Thirty-two of the respondents (50.1%) to the six-month survey were over 40 years of age and 38 (52.1%) in the 18-month group were over 40 years of age.

(c) Most respondents to both surveys were white. In the six-month survey, 56 (87.5%) were white and eight (12.5%) were black. The 18-month survey results showed 59 (80.8%) as white and 14 (19.2%) as black.

(d) Fourteen respondents (21.9%) in the six-month survey and 17 (23.3%) in the 18-month had a high school diploma while 30 (46.9%) in the six-month survey and 33 (45.2%) in the 18-month survey had a bachelor's degree or higher. Overall, thirty-six of the "87 different respondents" (41.4%) had a bachelor's degree or higher.

(e) Twelve (48%) of 25 respondents with a bachelor's degree in the six-month survey and 11 (40.7%) of 27 respondents at 18 months had earned their degrees at Louisiana State University at Baton Rouge. / Of the 29 bachelor's degrees, 14 of the respondents (48.3%) had earned them at Louisiana State University, Baton Rouge.

(f) Forty-two (65.6%) of the dislocated workers were married at time of separation from the newspaper while 40 (62.5%) were married at the time of the six-month survey. Forty-five (61.6%) were married at the 18-month survey.

(g) In the six-month survey, twenty-seven respondents (42.2%) had one to two children living at home at the time of separation from the newspaper.

Thirty-three respondents (45.2%) in the 18-month survey had one to two children living at home at the time of separation.

2. Findings related to Objective Two (employment) included the following:

    (a) The largest number of the layoffs occurred in the news department. The six-month survey showed 16 of the respondent group (25%) had lost their jobs in news, while 18 (24.7%) in the 18-month survey had worked in news. Nine (14.1%) in the six-month survey and 11 (15.1%) in the 18-month were laid off from jobs in the press room.

    (b) Almost one-third of the laid-off workers, 20 (31.3%) in the six-month survey and 23 (31.5%) in the 18-month group, had 20 or more years of service to the company. This is consistent with studies by Avedon (1991), and Clark, Nelson, and Rogers (1985).

    (c) Over 50% in both surveys reported an annual salary of greater than $25,000 prior to the layoff. In the six-month survey, 39 respondents (60.9%) reported incomes of $25,000 or more prior to the layoff while 41 (56.2%) in the 18-month survey were at that income level before losing their jobs.

    (d) Seventeen of the 27 respondents (63%) who were employed at the time of the six-month survey had current annual incomes of $20,000 or less. At the time of the 18-month survey, 27 (61.4%) of 44 respondents had annual current incomes of $20,000 or less.

(e) A total of 47 (73.4%) in the six-month survey group and 53 (74.6%) in the 18-month group were employed immediately prior to working at the newspaper.

(f) Sixteen respondents (34%) in the six-month survey were employed with another newspaper immediately prior to joining the local newspaper while 18 (37.5%) in the 18-month group were working with another newspaper.

(g) Fifty-six respondents (87.5%) in the six-month survey said they had remained with the newspaper until the final day of publication, while 70 (95.9%) in the 18-month survey were still employed on the final day.

(h) Twenty-four respondents (37.5%) to the six-month survey did not seek other employment after separation from the newspaper while 21 (29.6%) of the 18-month group did not search for another job after the layoff.

(i) Thirty-seven of the respondents (57.8%) at the time of the first survey were unemployed and 27 (42.2%) reported that they had obtained employment, while 44 (60.3%) indicated that they were employed at the time of the 18-month survey and 29 (39.7%) were without a job.

(j) Eleven of the 26 respondents (42.31%) at six months had seven or more interviews before finding employment while 19 (44.2%) of 43 responding at 18 months went on one to two interviews before becoming employed.

(k) Of the 28 respondents at six months who listed the month and year that they found employment, nine (32.2%) reported that they found a new job the same month in which the State-Times was closed, October 1991, and five (17.8%) had found new jobs by the end of 1991. At 18 months, eight (19.6%) reported being employed in October, 1991; five (12.2%) in November, 1991; and seven (17.1%) in January, 1992.

(l) Four (18%) of 22 respondents in the six-month group had obtained employment in public relations positions and three (13.6%) had taken positions with another newspaper. At the time of the 18-month survey, six (14.0%) of 43 respondents were employed with another newspaper and five (11.6%) were in public relations.

(m) Friends were the dislocated newspaper workers' best source for learning about new job opportunities. At six months, 10 (35.7%) of 28 respondents learned of new job opportunities from friends as did 15 (34.9%) of 43 respondents at 18 months.

(n) Nineteen of the 45 respondents (42.2%) who were employed at the time of the 18-month survey were earning less than 50% of their newspaper salary. Eight (17.8%) reported that their current annual salary was greater than their former newspaper salary.

(o) The spouses of 27 of the married respondents (73%) in the six-month survey were employed prior to the layoff, while spouses of 34 of the respondents (79%) in the 18-month group were employed prior to the layoff.

(p) Nine (33.4%) of 27 respondents' spouses at six months were earning less than $20,000 annually prior to the layoff and 12 (36.4%) of 33 at 18 months were earning less than $20,000 annually.

3. Findings related to Objective Three (occupational mobility) included the following:

(a) In the six-month survey, 27 (42.9%) of 63 respondents considered moving or were forced to move to find employment and 23 (32.4%) of 71 respondents in the 18-month survey either considered moving or were required to move to find employment.

(b) Twenty-four (38.1%) of 63 respondents among the six-month group and 21 (29.6%) of 71 respondents in the 18-month group had considered relocating out of state.

(c) Twenty-five (80.7%) in the six-month group and 25 (71.4%) in the 18-month survey were willing to move more than 100 miles to gain employment.

(d) Nine respondents (56.2%) to the six-month survey indicated they were required to move 101 or more miles, while 10 (52.6%) in the 18-month group reported being required to move 101 or more miles to find employment.

4. Findings related to Objective Four (economics and emotions) included the following:

(a) Fifty of the six-month respondents (79.7%) were required to change their lifestyle as a result of the layoff, while 54 (74%) in the 18-month survey had to change their lifestyle.

(b) Forty-six respondents (92%) in the six-month survey either reduced or eliminated dining out, while 42 (87.5%) either reduced or eliminated travel and 39 (83%) also reduced or eliminated clothing purchases. Fifty respondents (90.9%) in the 18-month survey reported that they had reduced or eliminated travel, 50 (89.3%) reduced or eliminated dining out, and 46 (85.2%) also reduced or eliminated clothing purchases.

(c) Among the respondents to the six-month survey, 24 (49%) reported that they had reduced their grocery bills as one way of cutting back on household expenditures. Twenty-five respondents (55.5%) had reduced or eliminated expenses for maintaining their homes while 21 (43.7%) had cut back in automobile maintenance. In the 18-month survey, 23 of the respondents (41.1%) had cut back on groceries; 32 (58.4%) had reduced or eliminated home maintenance expenses; 27 (47.4%) had cut back in automobile maintenance; and 28 (50.9%) also had reduced or eliminated television, cable, etc., expenses.

(d) Forty-eight of the respondents (96%) in the six-month survey had eliminated or reduced the use of credit cards from their spending habits. Seventeen (34.7%) had reduced or eliminated medical and dental insurance and 18 (41.9%) had reduced or eliminated life insurance. In the 18-month survey, 51 (91.1%) had reduced or eliminated the use of credit cards. Cutbacks in medical and dental insurance also were being experienced by 28 (50%) of the dislocated newspaper workers while 28 (51.8%) had reduced or eliminated life insurance.

(e) Twenty-seven of the respondents (42.9%) to the six-month survey and 29 (39.7%) in the 18-month group had extended or planned to extend their health insurance under the provisions of COBRA. In the six-month survey, 18 (60.0%) of those workers, either extending or planning to extend their health benefits, had planned to extend the benefits for the entire 18 months allowed by COBRA while 17 (56.7%) in the 18-month survey extended for the 18 months.

(f) Over half in both surveys, 36 (56.3%) of 64 respondents in the six-month survey and 39 (54.2%) of 72 in the 18-month survey had to rely on unemployment benefits. Fourteen of the 39 respondents (35.9%) at 18 months used unemployment benefits for 26 weeks; 11 (28.2%) used the benefits for 12 weeks.

(g) Among the six-month respondents, 51 (81%) of the dislocated newspaper workers felt either secure, very secure, or completely secure in their employment prior to the layoff. In the 18-month survey, 65 of the respondents (91.6%) felt either secure, very secure, or completely secure in their employment prior to the layoff.

(h) Over 30% of respondents to both surveys made no specific preparation when they first learned of the coming changes and potential layoffs at the newspaper--20 (31.3%) at six months and 23 (32.4%) at 18 months.

(i) Nine of the respondents (12.5%) to the 18-month survey had sought some type of professional counseling as a result of the layoff and 62 (87.5%) had not.

(j) The strongest support identified by 35 of the respondents (47.9%) to the 18-month survey was their spouse while 24 (32.9%) reported strongest support from close friends. Nineteen respondents (26%) each reported receiving strongest support from children and parents while 57 (78.1%) indicated that they did not receive any support from their former newspaper employer.

5. Findings related to Objective Five (attitudes and perceptions) included the following:

(a) Respondents used the following three words most often to describe their feelings at the time of layoff: shock, 37 times (21.5%); anger, 35 times (20.3%); and betrayed, 22 times (12.8%) out of a total 172 words reported. Six months after dislocation, respondents described their feelings with the use of anger, 50 times (32.1%); mixed emotions, 43 times (27.6%); and fear, 19 times (12.2%) out of 156 total words reported. Eighteen months after dislocation, the following words were used to describe respondents' feelings: happy, 41 times (22.2%); mixed emotions, 32 times (17.3%); and betrayed, 30 times (16.2%) out of 185 total words reported.

(b) Writing and interpersonal skills were perceived by most respondents to be their greatest strengths--13 (25%) writing and 13 (25%) interpersonal skills at six months, and 14 (22.2%) writing and 14 (22.2%) interpersonal at 18 months.

(c) Respondents to both surveys identified computer skills as what was needed to be more marketable in today's job market, 22 (43.1%) at six months and 29 (55.8%) at 18 months.

(d) Thirty-six of the respondents (56.3%) to the six-month survey and 45 (64.3%) at 18 months received no assistance from the company in finding other employment.

(e) Of the 28 respondents to the six-month survey who reported that the company did assist them, 11 (39.3%) listed various "seminars" and 10 (35.7%) reported assistance with "resume preparation." In the 18-month survey, nine of the 25 respondents (36%) reporting company assistance also reported "resume preparation" as a form of assistance by the company; five (20%) listed the "various seminars" and another five (20%) listed "posted job vacancies."

6. Findings related to Objective Six (future educational preparation) included the following:

(a) Respondents in both data collection periods were asked what recommendations they would offer to educational institutions to better prepare individuals for the current and future work force. In the six-month survey, 14 of the respondents (27.5%) suggested teaching diverse skills, and nine (17.6%) recommended teaching more computer or business courses. Six of the respondents (11.7%) said educational institutions should know the needs of business regarding potential workers. In the 18-month survey, 16 of the respondents (30.2%) suggested institutions of higher education should teach more diverse skills while nine (17%) believed there was a need for teaching more computer/business courses. Eight of the respondents (15.1%) recommended that educational institutions should teach "reality."

Conclusions

Based on the findings of this study, the following conclusions were drawn by the researcher.

1. Dislocated newspaper workers from the defined population were generally male, white, educated, and married with children.

2. Dislocated newspaper workers from the defined population were generally stable workers. This conclusion was based upon the finding that over 31% of the respondents to both surveys--20 (31.3%) at six months and 23 (31.5%) at 18 months--had 20 or more years of service to the same company. This long-term and stable employment record is

consistent with studies by Avedon (1991), and Clark, Nelson, and Rogers (1985).

3. Dislocated newspaper workers from the defined population encountered difficulties in finding re-employment in the newspaper industry. This conclusion was based upon the findings that only three of the respondents (13.6%) at six months, and only six (14%) at 18 months, had found employment with another newspaper.

4. Dislocated newspaper workers from the defined population earned less income at their new jobs. This conclusion was based upon the finding that 19 (42.2%) of those respondents who were employed at the time of the 18-month survey were earning less than 50% of their newspaper income prior to layoff. This conclusion is consistent with Congressional Budget Office (1993), Podgursky and Swaim (1990), SMG Research (1987), and Clark and Nelson (1983).

5. Lifestyles of dislocated newspaper workers from the defined population changed according to their financial condition. This conclusion was based upon the finding that 50 of the six-month respondents (79.7%) and 54 (74%) at 18 months were required to change their lifestyle as a result of the layoff. This is consistent with Clark, Nelson, and Rogers (1985), Clark & Nelson (1983), and Wegman (1983).

6. Participants from the defined population had a high level of perceived job security. This conclusion was based upon the finding that 51 (81%) of respondents at six months and 65 (91.6%) at 18 months felt either secure, very secure,

or completely secure in their employment prior to the layoff, yet the 132 newspaper workers were dislocated.

7. Spouses and friends provided the most emotional support to members from the defined population. This conclusion was based upon the findings that 35 of the respondents (47.9%) at 18 months believed their strongest support system was their spouse, while friends provided the next highest support, 24 (32.9%).

8. Trauma of layoff extended over time for members of the defined population. This conclusion was based on the finding that of all the listed words, "anger" was chosen 50 times as the word best describing the dislocated workers' thoughts at the time of the six-month survey. Additionally, "mixed emotions" was listed 43 times and "fear" 19 times six months after dislocation from their occupations. At the 18-month survey, respondents listed "happy" only 41 times. They still reported "mixed emotions" 32 times and identified "betrayed" 30 times after 18 months. This conclusion is consistent with Clark and Nelson (1983).

Recommendations for Future Research

Based on the findings and conclusions from this study, the researcher recommends that further inquiry be conducted. While this research provided base-line data and answered some questions, further inquiry to build on this research and to answer other questions raised in this process, is deemed necessary. Questions that are worthy of consideration are:

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(a) What are companies currently doing or planning to do to assist workers who are laid off due to company closures or structural changes?

(b) What transition services are available to ease the pain for employees who are retained for a period of time prior to actual layoff?

(c) How are the companies involved in closures or structural changes "communicating" with their employees? Is it clear, "two-way" communication?

(d) What factors do other newspapers or related industries consider in layoff decision making?

(e) What less-disruptive alternatives to layoff are considered, such as attrition, reduction in pay, voluntary retirement, or job-sharing?

Additionally, this researcher recommends that longitudinal studies should be conducted to determine the full emotional, financial, and employment impact of layoffs in the newspaper or other industry.

Recommendations for Practice

Business and Industry

Managers of business organizations often find themselves in a position where decisions must be made to maintain a competitive edge or purely to survive economically. To accomplish either of these objectives, management frequently will turn to reduction in work force or layoffs. The manner in which a layoff is handled is the very seed of many psychological problems experienced by dislocated workers

(Leventman, 1979; Maurer, 1979; Clark & Nelson, 1983; Clark, Nelson & Rogers, 1985).

Based on the findings of this study and the unsolicited comments of the dislocated newspaper workers in the study, this researcher has developed several recommendations that managers could follow when a layoff is imminent or immediately following the layoff action.

Recommendations for business and industry management:

1. Use clear, two-way communication between management and employees. The reason(s) for the impending layoff, the criteria or procedures for determining who will be laid off, why certain jobs are being eliminated and others are not, and who made the "layoff" decision, should be made very clear in writing to all employees. Guard the "layoff" decision by communicating only among upper-level management prior to layoff to avoid embarrassment and devaluing of employees. Deliver upper-management decisions using layoff implementation guidelines through competent managers. Management personnel from the highest levels should be visible and available for meetings on the day of layoff with any employee, whether that employee is being retained or laid off. Interaction between employer and employee is important for the well-being of the company and the dislocated individuals;

2. Use the "team" management concept to derive potential alternatives to layoff of employees, such as reduction in pay, reduction in hours, reassignment or transfer of personnel, normal attrition or induced attrition through early retirement, or job-sharing. If the post-layoff goal clearly is a budgeted-dollar amount, then management would be well-served, from financial and morale standpoints, to make one or more alternative offers to those employees with stable, loyal work histories and who wish to remain with the company;
3. Assess periodically the work environment and work team culture for improved production by workers and improved supervisory practices by management. Evaluation of management personnel should be an equal item on the company's agenda along with evaluation of employees to ascertain possibilities for cost reduction or any other potential problems which could cause layoffs;
4. Provide trained counselors to assist workers and their family members who need support and/or direction during the emotional and traumatic experience. These counselors should be available and on site once the employee is told that (s)he no longer has a job; e.g., the newly laid-off

employee could well be directed to the counselor once (s)he receives the layoff notice;

5. Caution managers to avoid any sort of denigration of employees, dislocated or remaining on the job, to any person or group. Extreme caution in this respect should be exercised by management at all levels to avoid further devaluing of employees;
6. Have outplacement programs in place and on site on the day of the layoff. Dislocated workers could be directed immediately to these outplacement counselors for conferences or to set up future appointments. Other resources which should be provided include help with new job searches, writing letters of recommendation that go beyond the standard employment confirmation fare, writing resumes, offering and writing free ads for employment; and
7. Helping the dislocated workers "connect" to the next job and sending a message of "I care" could be done by making arrangements for (or provide "in-house") retraining opportunities for persons being dislocated from their employment.

Education

Based on the findings of this study and the solicited and unsolicited comments of the dislocated newspaper worker respondents, recommendations for practice also have been formulated for educators of youth and adults who may feel the effects of more-frequently-occurring work force reduction in the future.

Recommendations for educators follow:

1. Teach material related to the real world of work (relevant to the workplace);
2. Provide instruction for transfer; i.e., instruction that will enable students to build transferrable skills that can or will follow the students from job to job. Examples would be computer and interpersonal skills as mentioned by many respondents to this study;
3. Render educational opportunities which enable students to successfully make the transition from school to work; i.e., teach competencies, meaning and value of work, and rules and regulations in the workplace. Respondents to this study believed learning must be a continuous process. "To get along, you must know something," they said;
4. Afford skill-building and communications skills; i.e., written, spoken and nonverbal language, proficiencies of tasks through repetition, competition, reading, and practice;
5. Build experiential learning opportunities for positive human relations practices; e.g., teach students how to get along on the job and build positive interpersonal relationships;

6. Emphasize job-acquisition, retention, and advancement skills;
7. Teach the linkage of work and family; i.e., while workers have responsibilities to both settings, they must balance the two in a successful relationship. This need was pointed out in the study with respondents indicating their spouse provided the strongest support since the layoff;
8. Establish emphasis on life-long learning; e.g., in their written comments, respondents to this study repeatedly stated the need to learn and keep abreast of job requirements and job opportunities. "Never stop learning," they wrote;
9. Offer sensitivity training and instruction that develop survival skills of how to cope with traumatic and emotional experiences. Clark and Nelson (1983) and Leventman (1979) point out the threats a layoff may have on interpersonal relationships;
10. Explore opportunities for retraining and advanced education; i.e., teach students where to look for opportunities, how to apply for a job, and ways to gain access to employment resources;
11. Teach concepts of anticipating and dealing with change in all parts of life. Substantial evidence exists in the literature that reduction of the work force will occur more frequently in the

future for reasons ranging from economic survival to managers cutting back personnel to "impress" stockholders with their effort to earn a profit. Long known for their lifetime job security concept, Japanese business and industry leaders are turning to layoffs to reduce the work force, and demoting managers and supervisors to achieve profitability. Nearly 75% of the respondents to this study had a high-level of perceived job security, yet the 132 workers were dislocated;

12. Teach economic survival skills; e.g., how one may "cut back" without "cutting out." This could be accomplished through courses that concentrate on budget and/or financial planning. The need for this training was seen when 75% of the respondents had to change their lifestyles after the layoff, with many reducing and even eliminating some items from their budgets. Students need to know how to distinguish between "need" and "want," "essential and non-essential;" and

13. Teach concepts of networking for new employment along with underscoring the value of horizontal career moves. Teach how to network, how to determine value in careers, how to make sound decisions, how to focus on critical issues, and how to engage others in individual problems and still retain independence. The value of

networking was evident to respondents in this study as thirty-five percent of them learned of new job opportunities through friends.

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APPENDIXES

A: MANAGEMENT MEMORANDUM TO EMPLOYEES

March 26, 1991

MEMO TO: All STAMA Employees

A group of senior executives of Capital City Press held an extensive planning session on Friday, March 15 through Sunday, March 17 to discuss the current financial position of this company and to review in depth possible steps to improve our position.

The group consisted of , , , , , , , , and , . They will continue to meet on a bi-weekly basis for the foreseeable future.

We examined in detail the historical financial data of this company for the last ten years. Our revenue peaked out in 1985 and has declined annually since that time.

Since 1985 our annual advertising revenue has decreased by $ million. It is continuing to decline in 1991 to this point.

During the same time period, our expenses, other than newsprint consumption and depreciation have increased by $ million.

Over the last ten year period, your company has actually had a net loss after expenses and ESOP contribution for five years, including 1990.

As you can all readily appreciate, we must find ways to stop the very disturbing trend in the profitability of this company. To this end, we are asking all of our employees to submit to , in writing, with a copy to your department head, any suggestions you may have for ways to cut expenses or increase income in the future. Any and all suggestions will be given full consideration by the research committee which I have named above.

Please rest assured that all suggestions will be carefully considered. If clarification is needed for any suggestion made, the individual making the suggestion will be contacted. PLEASE do not send these suggestions to SPEAKEASY anonymously, because we do not intend to publish them in that medium.

Although our problems are serious, we are not in a crisis situation at this time. The steps we are undertaking now are being taken to assure that this will never occur.

Roy A. Dardenne

Roy A. Dardenne
Vice President - Finance & Human Resources

B: CLOSURE MEMORANDUM TO EMPLOYEES

June 21, 1991

MEMO TO: ALL STAMA employees

It is with the deepest regret that I announce that it has become economically necessary to cease publication of the State-Times in the near future. An exact date has not been set for this to occur, but it will be no earlier than September 30, 1991, but no later than October 31, 1991.

This move has become absolutely necessary due to the continued erosion of our State-Times circulation, as well as the erosion of our advertising revenue.

We will, obviously, be forced to lay off a large number of our employees because of this action. We will, however, select the employees we wish to retain from those we feel best qualified to fill the remaining positions available from ALL of our employees. In other words, just because you work now for the State-Times primarily does not mean that you will be terminated, and on the other hand just because you now work primarily for the Morning Advocate does not mean that you will be retained.

We will begin work with our department heads and supervisors and require them to come up with a "table of organization" for their restructured departments, including a listing of specific people who will be retained, and those who must be terminated. This will be accomplished quickly, and all employees will be notified as to whether they will be retained or terminated as soon as possible, and in no event will it be later than July 19, 1991, so that those people who we must regretfully terminate can begin seeking employment elsewhere.

This decision has been a traumatic one for me and for my family, and was reached only after months of exhaustive research into other means available to put this company back on a sound financial basis. Regretfully, it appears to be the only logical means.

My personal thanks to all of you for your dedicated service to these newspapers.

Douglas L. Manship

Douglas L. Manship
Publisher

C: TERMINATION LETTER TO EMPLOYEES TARGETED FOR LAYOFF

MORNING ADVOCATE
STATE-TIMES
SUNDAY ADVOCATE

BOX 588 BATON ROUGE, LA 70821-0588 PH. (504) 383-1111

July 11, 1991

Mr.
Capital City Press

Dear :

As you are aware, this company is faced with the traumatic task of having its first company wide layoff in history. This is being done only after exhaustive studies which convince the management of this company and the Board of Directors that we have no reasonable alternative.

Each department head was instructed, with input from their supervisors, to select for retention those employees in their department who would best fit the remaining positions in their restructured department. The decision as to who would remain and who would have to be laid off was obviously a very difficult one for everyone in the management of this company.

Unfortunately, you were among the group of employees we must regretfully terminate. You should also know that, as to this layoff, no "bumping rights" exist.

It is anticipated that this lay off will be permanent, and will occur after the last issue of the State-Times is published on Wednesday, October 2, 1991. You will be retained as an employee of this company until that time if you continue to perform your assigned duties in a satisfactory manner.

At the time of termination on October 2, you will be paid your salary through that date, any accrued vacation due you, and your interest in our ESOP plan, with 100% vesting, provided you sign the proper election forms.

It has also been decided that, upon termination on October 2, you will also receive four weeks of severance pay in addition to the other items mentioned. If you decide, for any reason whatsoever, to terminate your employment with us prior to that date, you will not be paid the four weeks severance pay.

We will be providing a number of services and seminars over the next few months to assist our laid off employees during this adjustment period. A schedule of these is being given to you with this letter.

If you desire any further information on this matter, please call me at extension 165.

I would also like to extend my personal regrets to you that this lay off is occurring. Unfortunately, we had no other alternative.

Very truly yours,

Roy R. Dardenne
Vice President - Finance & Human Resources

RAD/mk

Attachments

D: SURVEY INSTRUMENT AT SIX MONTHS

OCCUPATIONAL MOBILITY SURVEY OF WORKERS

The Purpose Of This Survey Is To Study The Occupational Mobility Of Workers Dislocated From Employment

PLEASE NOTE

NO REFERENCE TO ANY INDIVIDUAL WHO RESPONDS TO THIS INQUIRY WILL BE REPORTED. CONFIDENTIALITY WILL BE RESPECTED AND DATA FROM THIS INQUIRY WILL BE PROTECTED BY ENTRY AND ANALYSIS.

DIRECTIONS

Please choose one answer from each item and circle the corresponding letter. If there is a blank next to any letter, please fill in the blank with your answer.

(Copyright 1992 by Lamar Benton)

SECTION I. DEMOGRAPHICS

1. Gender:
   - A. Male
   - B. Female

2. Age range at separation from newspaper:
   - A. 20-29
   - B. 30-39
   - C. 40-49
   - D. 50-59
   - E. 60 or older

3. Race:
   - A. Black
   - B. Hispanic
   - C. White
   - D. Other: (identify) ______________

4. Your educational background:
   - A. Less than high school diploma
   - B. High school diploma
   - C. Assoc degree: degree/field? ____________________
     name of institution ______________________________
   - D. Some college: number of years__________
     name of institution ______________________________
   - E. College degree: B.A.______ B.S______ Other ______
     name of institution ______________________________
   - F. Graduate degree: M.A. M.S. Other __________________
     name of institution ______________________________
   - G. Doctoral Degree: Ph.D ____ Ed.D.____ Other___
     name of institution ______________________________

5. Marital status at time of separation from newspaper:
   - A. Single
   - B. Married
   - C. Separated
   - D. Divorced
   - E. Widowed

6. Current marital status:
   - A. Single
   - B. Married
   - C. Separated
   - D. Divorced
   - E. Widowed

7. Number of children living at home at time of separation from newspaper?
   - A. 0
   - B. 1-2
   - C. 3-4
   - D. 5 or more

SECTION II. EMPLOYMENT HISTORY

8. In which area did you work at time of separation from newspaper?
   - A. Advertising
   - B. Sports
   - C. Circulation
   - D. News
   - E. Composing
   - F. Engraving
   - G. Press
   - H. Mail
   - I. Other (identify) ____________________

9. Number of years with the newspaper:
   - A. Less than 5
   - B. 5 - 9
   - C. 10 - 14
   - D. 15 - 19
   - E. 20 or more

10. Salary range prior to separation:
    - A. Less than $20,000
    - B. $20,000 - $24,999
    - C. $25,000 - $29,999
    - D. $30,000 - $34,999
    - E. $35,000 - $39,999
    - F. $40,000 or more

11. Were you employed prior to working at the newspaper?
    - A. Yes
    - B. No

    11.a If yes, what positions/how long:
    A. _________________ # yrs ___
    B. _________________ # yrs ___
    C. _________________ # yrs ___

12. Date of separation from newspaper (mo/yr)___________

13. Did you leave voluntarily or were you laid off?
    - A. Left voluntarily
    - B. Laid off

14. Did you seek other employment?
    - A. Immediately
    - B. After ______ weeks
    - C. After ______ months
    - D. Did not seek other employment

15. Are you currently employed in any work setting?
    - A. Yes
    - B. No

IF NO, SKIP TO QUESTION 21

16. What job do you currently hold? (field/position):

____

17. When did you start in your current position (mo/yr):

____

18. What is your current salary range?
A. $20,000 or less
B. $20,001 - $24,999
C. $25,000 - $30,000
D. $30,001 - $34,999
E. $35,000 - $39,999
F. $40,000 or more

19. How did you learn of job opportunities?
A. Job Service Office
B. Friend
C. Newspaper
D. Personnel agencies
E. Other (Identify: ____________________)

20. Total number of jobs interviewed for or sought after leaving newspaper:
A. 1 - 2
B. 3 - 4
C. 5 - 6
D. 7 or more

IF YOU WERE NOT MARRIED AT THE TIME OF SEPARATION FROM THE NEWSPAPER, SKIP TO QUESTION 24.

21. If married, was your spouse employed prior to your separation from the newspaper?
A. Yes
B. No

21.a If yes, what was the job at the time?
Field/Position ______________________

21.b If no, go to question 24

22. If yes, what was the salary range:
A. $20,000 or less
B. $20,000 - $24,999
C. $25,000 - $29,999
D. $30,000 - $34,999
E. $35,000 - $39,999
F. $40,000 or more

23. Did your spouse's employment change as a result of your separation from the newspaper?
A. Yes
B. No

23.a If yes, what is the current job?
Field/position ________________________
Salary range:
- A. $20,000 or less
- B. $20,001 - $24,999
- C. $25,000 - $29,999
- D. $30,000 - $34,999
- E. $35,000 - $39,999
- F. $40,000 or more

24. Did you ever consider moving or were you required to move when you separated from the newspaper?
- A. Considered move
- B. Had to move
- C. Neither considered moving nor had to move

25. Did you consider moving out of state?
- A. Yes
- B. No

26. If you considered moving, how far away might you have been willing to move?
- A. 0 - 25 miles
- B. 26 - 50 miles
- C. 51 - 75 miles
- D. 76 - 100 miles
- E. 101 or more miles

27. If you were required to move, how far away did you move?
- A. 0 - 25 miles
- B. 26 - 50 miles
- C. 51 - 75 miles
- D. 76 - 100 miles
- E. 101 or more miles

SECTION III. STANDARD OF LIVING CONSIDERATIONS

28. Were you required to change your lifestyle as a result of separation from the newspaper?
- A. Yes
- B. No

29. If yes, in what areas did you maintain, reduce or eliminate expenses? Check all applicable categories.

	Maintained	Reduced	Eliminated
A. Leisure:			
Travel	______	______	______
Movies/theater	______	______	______
Clothing	______	______	______
Hobbies	______	______	______
Dining out	______	______	______
B. Household:			
Groceries	______	______	______
Energy (elec., etc.)	______	______	______
Phone	______	______	______
TV (cable, etc.)	______	______	______
Auto maintenance	______	______	______
Home maintenance	______	______	______
C. Family:			
Education	______	______	______
Use of credit cards	______	______	______
Car insurance	______	______	______
Home insurance	______	______	______
Medical/dental ins.	______	______	______
Life insurance	______	______	______
Child care	______	______	______

30. Did you continue your health insurance through the newspaper using the provisions of COBRA?
A. Yes
B. No

31. If you continued your health insurance through the newspaper, for what period of time did you, or do you plan to maintain it?
A. 1-3 months
B. 4-6 months
C. 7-9 months
D. 10-12 months
E. 12-15 months
F. The entire period of 18 months allowed by COBRA

32. Was it necessary for you to rely on unemployment compensation benefits following closure of the newspaper?
A. Yes (how long ______________)
B. No

SECTION IV. OTHER CONSIDERATIONS

33. Prior to separation from the newspaper, how secure did you feel in the permanence of your employment?
A. Completely secure
B. Very secure
C. Secure
D. Not very secure
E. Very insecure

34. When you first learned of the coming changes and potential layoffs at the newspaper, what preparation did you make?
A. Exploring job options
B. Arranging job interviews
C. Preparation of resume'
D. Financial preparations
E. No specific preparations made
F. Other____

35. What three words best describe your thoughts when you found out you would no longer have a job at the newspaper?

______________/______________/______________

36. What three words best describe your thoughts now regarding the event?

______________/______________/______________

37. What skills do you perceive to be your greatest strengths?
____
____

38. What additional skills do you feel you need to be more marketable in today's job market?
____

39. Was any effort made by the company to assist you in finding employment after you received your layoff notice?
A. Yes
B. No

40. If yes, please describe how the company assisted you:

41. What recommendations could you offer to educational institutions to better prepare individuals for the current and the future work force?

THANK YOU VERY MUCH!

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E: COVER LETTER FIRST MAILING AT SIX MONTHS

March 4, 1992

Dear ________:

I'm trying to reach all of my former colleagues who were affected by the decision of Capital City Press management to shut down the State-Times. I need special help with a very important project of mine.

As most of my former co-workers know, I told Capital City Press adios on July 26, 1991, and returned to graduate school at LSU in August 1991. My immediate goal is to attain teacher certification status with the idea that maybe on down the road I'll go for the doctoral degree.

Now, here's the info about the special project and why I need your assistance. Last semester, I elected to write a term paper on "Occupational Mobility for the 1990s" in one of my classes. This particular area of research struck my fancy because I, like you, became a "government-certified dislocated worker" statistic on July 12, 1991, when I received notice that I would no longer have a job on October 2, 1991.

The "little" term paper grew from about five pages to a 27-page research project. After the paper was reviewed by my professor on the project, I was told that it had some real possibilities for the future if I could incorporate some independent and original research in the field of occupational mobility. Thus, was born the "Occupational Mobility Survey of Workers," a survey of those affected by closure of the State-Times.

I would really appreciate your cooperation in helping me collect information for this survey. AND, it will cost you only a few minutes of your time, no money. This process is exciting for me, and I think the results could be exciting for both you and me. I'll be happy to provide a copy of the completed data to anyone who requests it. AND I PROMISE YOU THIS: NO ONE WILL EVER KNOW THE IDENTITY OF ANY PERSON WHO COOPERATES IN THIS PROJECT.

I am enclosing a copy of the survey along with a stamped, self-addressed return envelope. Please note that there are no identifying code numbers on the survey or the return envelope. Your anonymity is protected.

Please help me and return the completed survey by March 16, 1992. Thanks much and God bless you and your family!

Very truly yours,

Lamar Benton

F: POSTCARD REMINDER AT SIX MONTHS

March 16, 1992

Recently, I sent you a survey regarding the closing of the State-Times. I really would appreciate it if you would fill it out and send it back as soon as possible. If you've already mailed the survey back to me, thanks!

Regards.

Lamar Benton

G: COVER LETTER SECOND MAILING AT SIX MONTHS

March 30, 1992

Dear ________:

I'm trying to reach all of my former colleagues who were affected by the decision of Capital City Press management to shut down the State-Times. I need special help with a very important project of mine.

As most of my former co-workers know, I told Capital City Press adios on July 26, 1991, and returned to graduate school at LSU in August 1991. My immediate goal is to attain teacher certification status with the idea that maybe on down the road I'll go for the doctoral degree.

Now, here's the info about the special project and why I need your assistance. Last semester, I elected to write a term paper on "Occupational Mobility for the 1990s" in one of my classes. This particular area of research struck my fancy because I, like you, became a "government-certified dislocated worker" statistic on July 12, 1991, when I received notice that I would no longer have a job on October 2, 1991.

The "little" term paper grew from about five pages to a 27-page research project. After the paper was reviewed by my professor on the project, I was told that it had some real possibilities for the future if I could incorporate some independent and original research in the field of occupational mobility. Thus, was born the "Occupational Mobility Survey of Workers," a survey of those affected by closure of the State-Times.

I would really appreciate your cooperation in helping me collect information for this survey. AND, it will cost you only a few minutes of your time, no money. This process is exciting for me, and I think the results could be exciting for both you and me. I'll be happy to provide a copy of the completed data to anyone who requests it. AND I PROMISE YOU THIS: NO ONE WILL EVER KNOW THE IDENTITY OF ANY PERSON WHO COOPERATES IN THIS PROJECT.

I am enclosing a copy of the survey along with a stamped, self-addressed return envelope. Please note that there are no identifying code numbers on the survey or the return envelope. Your anonymity is protected.

Please help me and return the completed survey by April 10, 1992. Thanks much and God bless you and your family!

Very truly yours,

Lamar Benton

P. S. If you have already returned the survey, please ignore this letter and accept my heartfelt thanks.

H: COVER LETTER THIRD MAILING AT SIX MONTHS

April 15, 1992

TO: ALL MY FORMER COLLEAGUES:

I cannot begin to thank you enough for the outstanding support you have given me with my school project. It has been fascinating to read your comments....sometimes touching, sometimes humorous, but always heartwarming. It is true: Newspaper people are a special breed!

Now, to all of you who did not return the survey: Come on and help me! I am the first to understand the multitude of reasons why I did not receive your completed form. So, I am enclosing another copy of the survey and asking for your cooperation.

Since my original letter on March 4, this project has taken on even greater importance in finishing up my school work. I need your help! And I make you the same promise I made before: NO ONE WILL EVER KNOW THE IDENTITY OF ANY PERSON WHO COOPERATES IN THIS PROJECT! Also, I'll be happy to provide a copy of the completed data to anyone who requests it.

Please help me. Take a few minutes and complete that survey and fire it back to me. If I don't hear from you by the end of the month, I'll have to start compiling the data even though I might not have quite the number of responses I truly need.

Regardless, I wish you the best of luck always! May God bless you and your family!

Very truly yours,

Lamar Benton

I: SIX-MONTH SURVEY TELEPHONE FOLLOW-UP ITEMS

SECTION I. DEMOGRAPHICS

1. Gender:
    A. Male
    B. Female

2. Age range at separation from newspaper:
    A. 20-29
    B. 30-39
    C. 40-49
    D. 50-59
    E. 60 or older

3. Race:
    A. Black
    B. Hispanic
    C. White
    D. Other: (identify) _____________

4. Your educational background:
    A. Less than high school diploma
    B. High school diploma
    C. Assoc degree: degree/field? __________________
    name of institution _____________________________
    D. Some college: number of years_________
    name of institution _____________________________
    E. College degree: B.A.______ B.S______ Other ______
    name of institution _____________________________
    F. Graduate degree: M.A. M.S. Other ________________
    name of institution _____________________________
    G. Doctoral Degree: Ph.D ____ Ed.D.____ Other___
    name of institution _____________________________

5. Marital status at time of separation from newspaper:
    A. Single
    B. Married
    C. Separated
    D. Divorced
    E. Widowed

6. Current marital status:
    A. Single
    B. Married
    C. Separated
    D. Divorced
    E. Widowed

7. Number of children living at home at time of separation from newspaper?
   - A. 0
   - B. 1-2
   - C. 3-4
   - D. 5 or more

SECTION II. EMPLOYMENT HISTORY

9. Number of years with the newspaper:
   - A. Less than 5
   - B. 5 - 9
   - C. 10 - 14
   - D. 15 - 19
   - E. 20 or more

14. Did you seek other employment?
   - A. Immediately
   - B. After ______ weeks
   - C. After ______ months
   - D. Did not seek other employment

21. If married, was your spouse employed prior to your separation from the newspaper?
   - A. Yes
   - B. No

25. Did you consider moving out of state?
   - A. Yes
   - B. No

SECTION III. STANDARD OF LIVING CONSIDERATIONS

28. Were you required to change your lifestyle as a result of separation from the newspaper?
   - A. Yes
   - B. No

30. Did you continue your health insurance through the newspaper using the provisions of COBRA?
   - A. Yes
   - B. No

32. Was it necessary for you to rely on unemployment compensation benefits following closure of the newspaper?
   - A. Yes (how long ______________)
   - B. No

SECTION IV. OTHER CONSIDERATIONS

33. Prior to separation from the newspaper, how secure did you feel in the permanence of your employment?
    - A. Completely secure
    - B. Very secure
    - C. Secure
    - D. Not very secure
    - E. Very insecure

39. Was any effort made by the company to assist you in finding employment after you received your layoff notice?
    - A. Yes
    - B. No

J: SURVEY INSTRUMENT AT 18 MONTHS

OCCUPATIONAL MOBILITY SURVEY OF WORKERS

The Purpose Of This Survey Is To Study The Occupational Mobility Of Workers Dislocated From Employment

PLEASE NOTE

NO REFERENCE TO ANY INDIVIDUAL WHO RESPONDS TO THIS INQUIRY WILL BE REPORTED. CONFIDENTIALITY WILL BE RESPECTED AND DATA FROM THIS INQUIRY WILL BE PROTECTED BY ENTRY AND ANALYSIS.

DIRECTIONS

Please choose one answer from each item and circle the corresponding letter. If there is a blank next to any letter, please fill in the blank with your answer.

(Copyright 1992, 1993 by Lamar Benton)

SECTION I. DEMOGRAPHICS

1. Gender:
   - A. Male
   - B. Female

2. Age range at separation from newspaper:
   - A. 20-29
   - B. 30-39
   - C. 40-49
   - D. 50-59
   - E. 60 or older

3. Race:
   - A. Black
   - B. Hispanic
   - C. White
   - D. Other: (identify) _____________

4. Your educational background:
   - A. Less than high school diploma
   - B. High school diploma
   - C. Assoc degree: degree/field? __________________
     name of institution ____________________________
   - D. Some college: number of years_________
     name of institution ____________________________
   - E. College degree: B.A.______ B.S______ Other ______
     name of institution ____________________________
   - F. Graduate degree: M.A. M.S. Other _________________
     name of institution ____________________________
   - G. Doctoral Degree: Ph.D ____ Ed.D.____ Other___
     name of institution ____________________________

5. Marital status at time of separation from newspaper:
   - A. Single
   - B. Married
   - C. Separated
   - D. Divorced
   - E. Widowed

6. Current marital status:
   - A. Single
   - B. Married
   - C. Separated
   - D. Divorced
   - E. Widowed

7. Number of children living at home at time of separation from newspaper?
   - A. 0
   - B. 1-2
   - C. 3-4
   - D. 5 or more

SECTION II. EMPLOYMENT HISTORY

8. In which area did you work at time of separation from newspaper?
    - A. Advertising
    - B. Sports
    - C. Circulation
    - D. News
    - E. Composing
    - F. Engraving
    - G. Press
    - H. Mail
    - I. Other (identify) ____________________

9. Number of years with the newspaper:
    - A. Less than 5
    - B. 5 - 9
    - C. 10 - 14
    - D. 15 - 19
    - E. 20 or more

10. Salary range prior to separation:
    - A. Less than $20,000
    - B. $20,000 - $24,999
    - C. $25,000 - $29,999
    - D. $30,000 - $34,999
    - E. $35,000 - $39,999
    - F. $40,000 or more

11. Were you employed prior to working at the newspaper?
    - A. Yes
    - B. No

    11.a If yes, what positions/how long:
    - A. _________________ # yrs ___
    - B. _________________ # yrs ___
    - C. _________________ # yrs ___

12. Date of separation from newspaper (mo/yr)___________

13. Did you leave voluntarily or were you laid off?
    - A. Left voluntarily
    - B. Laid off

14. Did you seek other employment?
    - A. Immediately
    - B. After ______ weeks
    - C. After ______ months
    - D. Did not seek other employment

15. Are you currently employed in any work setting?
    - A. Yes
    - B. No

15.a If YES, what is the percentage of your current salary as compared to your salary immediately prior to separation from the newspaper?

My current salary is:
A. Less than 50% of the "newspaper" salary
B. 50% - 75% of the "newspaper" salary
C. 75% - 100% of the "newspaper" salary
D. Greater than the "newspaper" salary

IF YOU ANSWERED NO TO QUESTION 15, SKIP TO QUESTION 21

16. What job do you currently hold? (field/position): ______________________________

17. When did you start in your current position (mo/yr): ______________

18. What is your current salary range?
A. $20,000 or less
B. $20,001 - $24,999
C. $25,000 - $30,000
D. $30,001 - $34,999
E. $35,000 - $39,999
F. $40,000 or more

19. How did you learn of job opportunities?
A. Job Service Office
B. Friend
C. Newspaper
D. Personnel agencies
E. Other (Identify: ____________________)

20. Total number of jobs interviewed for or sought after leaving newspaper:
A. 1 - 2
B. 3 - 4
C. 5 - 6
D. 7 or more

IF YOU WERE NOT MARRIED AT THE TIME OF SEPARATION FROM THE NEWSPAPER, SKIP TO QUESTION 24.

21. If married, was your spouse employed prior to your separation from the newspaper?
A. Yes
B. No

21.a If yes, what was the job at the time?
Field/Position ________________________

21.b If no, go to question 24

22. If yes, what was the salary range:
    - A. $20,000 or less
    - B. $20,000 - $24,999
    - C. $25,000 - $29,999
    - D. $30,000 - $34,999
    - E. $35,000 - $39,999
    - F. $40,000 or more

23. Did your spouse's employment change as a result of your separation from the newspaper?
    - A. Yes
    - B. No

    23.a If yes, what is the current job?
    Field/position ______________________________
    Salary range:
    - A. $20,000 or less
    - B. $20,001 - $24,999
    - C. $25,000 - $29,999
    - D. $30,000 - $34,999
    - E. $35,000 - $39,999
    - F. $40,000 or more

24. Did you ever consider moving or were you required to move when you separated from the newspaper?
    - A. Considered move
    - B. Had to move
    - C. Neither considered moving nor had to move

25. Did you consider moving out of state?
    - A. Yes
    - B. No

26. If you considered moving, how far away might you have been willing to move?
    - A. 0 - 25 miles
    - B. 26 - 50 miles
    - C. 51 - 75 miles
    - D. 76 - 100 miles
    - E. 101 or more miles

27. If you were required to move, how far away did you move?
    - A. 0 - 25 miles
    - B. 26 - 50 miles
    - C. 51 - 75 miles
    - D. 76 - 100 miles
    - E. 101 or more miles

SECTION III. STANDARD OF LIVING CONSIDERATIONS

28. Were you required to change your lifestyle as a result of separation from the newspaper?
    A. Yes
    B. No

29. If yes, in what areas did you maintain, reduce or eliminate expenses? Check all applicable categories.

	Maintained	Reduced	Eliminated
A. Leisure:			
Travel	______	______	______
Movies/theater	______	______	______
Clothing	______	______	______
Hobbies	______	______	______
Dining out	______	______	______
B. Household:			
Groceries	______	______	______
Energy (elec., etc.)	______	______	______
Phone	______	______	______
TV (cable, etc.)	______	______	______
Auto maintenance	______	______	______
Home maintenance	______	______	______
C. Family:			
Education	______	______	______
Use of credit cards	______	______	______
Car insurance	______	______	______
Home insurance	______	______	______
Medical/dental ins.	______	______	______
Life insurance	______	______	______
Child care	______	______	______

30. Did you continue your health insurance through the newspaper using the provisions of COBRA?
    A. Yes
    B. No

31. If you continued your health insurance through the newspaper, for what period of time did you, or do you, plan to maintain it?
    A. 1-3 months
    B. 4-6 months
    C. 7-9 months
    D. 10-12 months
    E. 12-15 months
    F. The entire period of 18 months allowed by COBRA

32. Was it necessary for you to rely on unemployment compensation benefits following closure of the newspaper?
    A. Yes (how long ______________)
    B. No

SECTION IV. OTHER CONSIDERATIONS

33. Prior to separation from the newspaper, how secure did you feel in the permanence of your employment?
    A. Completely secure
    B. Very secure
    C. Secure
    D. Not very secure
    E. Very insecure

34. When you first learned of the coming changes and potential layoffs at the newspaper, what preparation did you make?
    A. Exploring job options
    B. Arranging job interviews
    C. Preparation of resume'
    D. Financial preparations
    E. No specific preparations made
    F. Other____

35. What three words best describe your thoughts when you found out you would no longer have a job at the newspaper?

    _______________/______________/_______________

36. What three words best describe your thoughts now regarding the event?

    _________________/__________________/__________________

37. What skills do you perceive to be your greatest strengths?

    ____

38. What additional skills do you feel you need to be more marketable in today's job market?

    ____

39. Was any effort made by the company to assist you in finding employment after you received your layoff notice?
    A. Yes
    B. No

40. If yes, please describe how the company assisted you:

____

____

41. Did the layoff affect you so that you had to seek professional counseling?
   A. Yes
   B. No
   41.a If YES, what type of counseling did you seek?
      A. Personal/crisis
      B. Financial
      C. Career/employment
      D. Family
      E. Religious/ministerial
      F. Other (identify) ____________________

   41.b Are you currently in counseling?
      A. Yes
      B. No

42. During the period since separation from the newspaper, who has been your support system? Rank the following possibilities by using the scale:

1 = person(s) giving the strongest support
2 = person(s) giving some support
3 = person(s) giving little support
4 = person(s) giving very little support
5 = person(s) giving no support

__ Children
__ Close friends
__ Former "newspaper" employer
__ Former "newspaper" employees
__ Parents
__ Spouse
__ Other (identify) ______________________________

43. What recommendations could you offer to educational institutions to better prepare individuals for the current and the future work force?

____

____

____

THANK YOU VERY MUCH!

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K: COVER LETTER FIRST MAILING AT 18 MONTHS

January 30, 1993

Dear ________:

Well, I'm back, and I need your help again!

But, first things first! I sincerely hope that everything is going well for you and your family. During the last 12 months, I have spoken with many of our former colleagues. Some are doing well, but it hurts to report that some are not doing so well. I sincerely hope that the ultimate outcome of all this will be positive for each of us. I pray that happens.

You will recall that I sent all the laid-off folks a survey last March as part of a school project. The response was very good, and I really did appreciate it. As I gathered the data, the project started looking like it could be the beginning of my doctoral dissertation. That has now become official! Last week I received committee approval to pursue doctoral research in the area of dislocated newspaper workers.

As part of that approval, it is necessary that I do a follow-up survey of all the State-Times workers who lost their jobs so that we can be sure we have the latest information. So, I am enclosing another copy of the survey along with a stamped, self-addressed return envelope. Please help me again by filling it out and getting it back to me by February 12, 1993. JUST LIKE BEFORE, I PROMISE YOU NO ONE WILL EVER KNOW THE IDENTITY OF ANY PERSON WHO COOPERATES IN THIS PROJECT. Your anonymity is protected! I also will furnish comparative results of the study to anyone who requests it!

________, this means more to me than just a school project or even a doctoral dissertation. Our story--yours, mine and all of our former co-workers--needs to be reported, but reported truthfully, completely and with dignity. Because I have such strong feelings in that regard, I have already refused two offers to publish results of that first survey. With your cooperation, we'll be able to finish our story. Please help me and return the completed survey by February 12, 1993. Thanks much and God bless you and your family!

Very truly yours,

Lamar Benton

P. S. If you have any concerns regarding this survey, please call me at 927-3424!

L: POSTCARD REMINDER AT 18 MONTHS

February 10, 1993

HELP!

Recently, I mailed a survey to all of the folks who lost their jobs when the State-Times closed. If you have returned the survey, thank you very much. If you have not returned the survey, please fill it out and get it back to me as soon as possible. It is very, very important that I have current information as I wrap up the story of all the lives affected by the layoff. Please believe me--strict controls are in place so that your identity will never be known. I really need your cooperation and support! Thanks much!

Lamar Benton

M: COVER LETTER SECOND MAILING AT 18 MONTHS

February 23, 1993

Dear ________:

I am still trying to gather the information I need to complete the project at LSU that I wrote to you about some three weeks ago. The response from my former colleagues has been good and I am deeply appreciative to all of you. However, there are still some folks who have not returned the survey.

You probably have already sent the form back to me and, if you have, thanks very much! For the convenience of those who have not responded, I am enclosing another copy of the survey along with a stamped, self-addressed envelope.

I also would really like to explain exactly how your identity is protected and how I can surely promise that no one will ever know who cooperated in this project. There's just no way that any one could find out what information belongs to which person. The information I receive is seen, and handled, by me only, and then mixed with the information from all the other surveys by me only. Then, to absolutely ensure the confidentiality I promised, every page of every survey is run through a paper shredder by me only.

It is important that I get as many completed surveys as possible so that the story of the layoff will be accurate. From the responses I have already received, I promise you that the results of this project will be eye-opening.

_________, if you have not returned your copy of the survey, please help me. Take just a moment, fill it out and get it back in the mail. I wish you the best!

Sincerely,

Lamar Benton

N: COVER LETTER THIRD MAILING AT 18 MONTHS

March 31, 1993

Dear ________:

When I first started planning my survey project at LSU back in late 1991, I was told by some folks that I should not be too optimistic about the chances of getting a good percentage of returns. Reasons given for this prognosis included: (1) Capital City Press is a large company and the layoffs cut across all departments, so an employee in one area could be a virtual stranger in another area; (2) layoffs understandably lead to hurt feelings and an attitude of "just let me get it behind me"; and (3) for all practical purposes, Baton Rouge is a one-newspaper town and anyone wanting to stay in the daily newspaper business would be forced to move.

Well, I am happy to report that you and all of my other former colleagues have proved those early prognosticators dead wrong. The response rate for the first survey in March 1992 was absolutely super and the response rate for the second survey has been even greater. However, my job is still not over, and I hope all of you will help me wind this thing up successfully.

While the return rate has been very good, some folks still have not returned the forms. I really need 17 more responses and then I can wrap this thing up and put a big bow on it. To all of you who have responded, please accept my sincere appreciation. To all of you who have not responded, please take just a moment to fill out the form and return it to me. Another copy of the survey and another stamped, self-addressed envelope are enclosed.

I also would really like to emphasize and explain again exactly how your identity is protected and how I can surely promise that no one will ever know who cooperated in this project. There's just no way that any one could find out what information belongs to which person. The information I receive is seen, and handled, by me only, and then mixed with the information from all the other surveys by me only. Then, to absolutely ensure the confidentiality I promised, every page of every survey is run through a paper shredder by me only. And that even includes the personal notes many of you have sent me.

________, I wish the very best for you and your family always. Also, my offer still goes that I will be very happy to furnish you with a copy of the results of the survey. Just let me know if you want it. Take care and God bless!

Sincerely,

Lamar Benton

O: TELEPHONE FOLLOW-UP ITEMS FOR 18-MONTH SURVEY

SECTION I. DEMOGRAPHICS

1. Gender:
   A. Male
   B. Female

2. Age range at separation from newspaper:
   A. 20-29
   B. 30-39
   C. 40-49
   D. 50-59
   E. 60 or older

3. Race:
   A. Black
   B. Hispanic
   C. White
   D. Other: (identify) ______________

4. Your educational background:
   A. Less than high school diploma
   B. High school diploma
   C. Assoc degree: degree/field? __________________
   name of institution ____________________________
   D. Some college: number of years _________
   name of institution ____________________________
   E. College degree: B.A. ______ B.S ______ Other ______
   name of institution ____________________________
   F. Graduate degree: M.A. M.S. Other _________________
   name of institution ____________________________
   G. Doctoral Degree: Ph.D ____ Ed.D. ____ Other ___
   name of institution ____________________________

5. Marital status at time of separation from newspaper:
   A. Single
   B. Married
   C. Separated
   D. Divorced
   E. Widowed

6. Current marital status:
   A. Single
   B. Married
   C. Separated
   D. Divorced
   E. Widowed

7. Number of children living at home at time of separation from newspaper?
   A. 0
   B. 1-2
   C. 3-4
   D. 5 or more

SECTION II. EMPLOYMENT HISTORY

9. Number of years with the newspaper:
   A. Less than 5
   B. 5 - 9
   C. 10 - 14
   D. 15 - 19
   E. 20 or more

14. Did you seek other employment?
   A. Immediately
   B. After ______ weeks
   C. After ______ months
   D. Did not seek other employment

21. If married, was your spouse employed prior to your separation from the newspaper?
   A. Yes
   B. No

25. Did you consider moving out of state?
   A. Yes
   B. No

SECTION III. STANDARD OF LIVING CONSIDERATIONS

28. Were you required to change your lifestyle as a result of separation from the newspaper?
   A. Yes
   B. No

30. Did you continue your health insurance through the newspaper using the provisions of COBRA?
   A. Yes
   B. No

32. Was it necessary for you to rely on unemployment compensation benefits following closure of the newspaper?
   A. Yes (how long ______________)
   B. No

SECTION IV. OTHER CONSIDERATIONS

33. Prior to separation from the newspaper, how secure did you feel in the permanence of your employment?
    - A. Completely secure
    - B. Very secure
    - C. Secure
    - D. Not very secure
    - E. Very insecure

39. Was any effort made by the company to assist you in finding employment after you received your layoff notice?
    - A. Yes
    - B. No

P: DISLOCATED NEWSPAPER WORKER RESPONDENTS' VERBATIM RESPONSES OF WORDS DESCRIBING THEIR THOUGHTS AT TIME OF DISLOCATION AND SIX MONTHS AFTER DISLOCATION

The following "respondent words" have been quoted verbatim. Blanks (_ _) indicate profanity and/or reference to anything that would breach respondent confidentiality.

At Time of Dislocation	Six Months After Dislocation
"surprise/worry/frustrated"	"sad/eye-opening/reality"
"something/that/happened"	"I'm/doing/alright"
"It's/my/turn"	"I'm/really/glad"
"angry/degraded/sad"	"concern/meloncholy/inevitible"
"betrayed/shocked/lost"	"betrayed/dismayed"
"mad/cheated/depressed"	"mad/happy/depressed"
"unfair/unnecessary/cruel"	"fortunate/helpful/cruel"
"retire/retire/retire"	"retire/retire/retire"
"disbelief/fear/frustration"	"anger/revenge/disbelief"
"pain/outrage/disdain"	"incompetent/mean-spirited/management"
"can't/put/into/words"	"don't/think/about/it"
"age/discrimination/race"	"disappointed/depressed/insecure"
"see/you/later"	"what/a/mistake"
"unfair/racially motivated/backstabbing"	"unfair/backstabbing/racially motivated"
"angry/betrayed/get out"	"cover/your/a _ _"
"disbelief/fear/anger"	"anger/hatred/vengeful"
"ashamed/afraid/violated"	"unfair/unfair/unfair"
"shocked/betrayed/angry"	"shocked/bewildered/scared"
"anxious/angry/discouraged"	"unfortunate/sad/unfair"

"unbelief/unfair/screwed"	"unbelief/wonder/ dissatisfied"
"_ _ _ _/is/a _ _ _ _ _ _ _"	"_ _ _ _/still/a _ _ _ _ _ _ _"
"concern/anger"	"resentment/relief"
"amazed/let-down/upset"	"bitter/disillusioned/up-set"
"shocked/numb/disbelief"	"anger/stupidity/incompetence"
"anger/disbelief/mistrust"	"anger/bitterness/relief"
"devasted/bewildered/ betrayed"	"wiser/dumber/realistic"
"disappointed/amazed/anger"	"betrayed/relieved/glad"
"betrayed/unappreciated/ relieved"	"betrayed/unappreciated/ upyours"
"not/surprised/rejected"	
"hurt/disappointed/betrayed"	"hurt/disappointed/betrayed"
"oh! s _ _ _!/d _ _ _ it/ f _ _ _"	"change/opportunity/ESOP"
"shock/anger/disbelief"	"nostalgic/happy/fortunate"
"used/angry/hurt"	"bitter/abandoned/relieved"
"shock/hurt/anger"	"shock/hurt/anger"
"anger/disappointed/alone"	"relief/positive/angry"
"relief/glad/sad"	"thankful/lucky/secure"
"it/was/political"	"it/was/political"
"hurt/disappointed/sad"	
"disbelief/devastation/agony"	"life/goes/on"
"hurt/mad/anger"	"best/moved/glad"
"embarrassment/ disappointment/bitterness"	"bitterness/bitterness/ bitterness"
"surprise/sadness"	"rejected/dejected/ejected"
"betrayed/relieved/ rejection"	"betrayed/relieved/rejection"

"shock/anger/resignation"	"glad/glad/glad"
"shocked/afraid/angry"	"bitter/unfair/change"
"anger/fear/betrayal"	"life/goes/on"
"bewildered/anger/ rejection"	"anger/senseless act/ badly handled"
"surprise/let down/ uncomfortable"	"accepting/adjusting/ making provisions"
"hurt/unfair/age"	"future/better/good"
"why me/impossible/dumb"	"too/bad"
"shock/surprise"	
"relief/fear/anger"	"disappointed/hurt/ contentment"
"go/to/h _ _ _"	"chicken/d _ _ _/s _ _ _"
"confused/sad/God"	"glad/better off/okay"
"shocked/anger/distrust"	"unfairness/disappointment/ favoritism"
"angry/disappointment/ rejection"	"acceptance/finality"
"hurt/disappointed/angry"	"unfairness/favortism/ discrimination"
"happy/relieved/worried"	"happy/bewildered"
"why/me/Lord"	"thank/you/God"
"my/career/ended"	"this/hurts/people"
	"fine/great/splendid"
"disappointed/frustrated/ angry"	"relief/mismanagement/ dishonesty"

Q: DISLOCATED NEWSPAPER WORKER RESPONDENTS' VERBATIM RESPONSES OF WORDS DESCRIBING THEIR THOUGHTS AT TIME OF DISLOCATION AND EIGHTEEN MONTHS AFTER DISLOCATION

The following "respondent words" have been quoted verbatim. Blanks (_ _) indicate profanity and/or reference to anything that would breach respondent confidentiality.

At time of Dislocation	18 Months After Dislocation
"betrayed/mad/hurt"	"sorry/betrayed/hurt"
"disbelief/insecure/angry"	"disbelief/insecure/angry"
"I/was/glad"	"get/weekend/off"
"shocked/fearful/anxious"	"mishandled/unfortunate/sad"
"great/ready/happy"	"happy/happy/glad"
"numb/panic/sad"	"unfortunate/melonholy/fate"
"rotton/c _ _ _/s _ _ _ _ _"	"best/thing/happen"
"I/can't/believe"	"it's/all/over"
"really/p _ _ _ _ _/off"	"hurt/pity/resentful"
"relief/relief/relief"	"passive/passive/passive"
"I'm/too/old"	"still/too/old"
"b _ _ _ _ _ _ _/s _ _-of-a-b _ _ _ _"	"b _ _ _ _ _ _ _/s _ _-of-a-b _ _ _ _"
"damn/disgust/betrayed"	"betrayed/selfish/nontrusting"
"mad/unhappy/depressed"	"mad/unhappy/depressed"
"disappointed/angry/insecure"	"angry"
"angry/upset/disappointed"	"angry/upset/calm"
"betrayed/saddened/confused"	"betrayed/saddened/confused"
"prejudice/disgust/depressed"	"prejudice/disgust/depressed"
"hurt/disappointed/puzzled"	"disappointed/hurt/angered"

"disbelief/anger/betrayed"	"anger/disbelief/betrayed"
"disappointed/sad/sorry"	"forgotten"
"mad/disgusted/betrayed"	"relieved/happy/happy"
"stealing/40 year/pin"	"fine/great/retirement"
"retired/social security/ disappointment"	"should/have/retired"
"why/me/Lord"	"thank/you/God"
"happy/concerned/relieved"	"happy/relieved"
"hurt/disgusted/ discrimination"	"hurt/disgusted/ discrimination"
"upset/discouraged/ disappointed"	
"disbelief/sad/surprise"	"acceptance/sorrow/hurt"
"life/goes/on"	"it/is/true"
"a/s _ _ _ _ _/deal"	"victim/of/system"
"fear/anger/saddness"	"anger/saddness/relief"
"I/don't/know"	"try/not to/think"
"Oh/No!!!"	"great/job/offer"
"shock/surprize/hurt"	"forgotten/future/determined"
"surprised/disbelief/worry"	"frustration/accept/adjusting"
"anxiety/relief/loss"	"anger/acceptance/relief"
"rage/embarrassment/sadness"	"anger/incompetent/unfair"
"anger/rejected/lost"	"over/bitter/less"
"scared/humiliated/relieved"	"regretful/sad/angry"
"betrayal/rejection/ alienation"	"betrayal/rejection/ alienation"
"sadness/rejection/futility"	"sadness/rejection/futility"
"bitter/bitter/bitter"	"bitter/puzzled/resigned"
"acceptance/upset"	"best/Texas/glad"

"anger/devastation/shock"	"anger/acceptance/loss"
"disappointed/sad/relieved"	"understand/appreciative/ happy"
"political/ridiculous/ biased"	"political/ridiculous/ biased"
"mad/sad/glad"	"relieved/happy/hopeful"
"disgust/anger/shock"	"relief/settled/non-stressed"
"disappointment/unbelief/ shock"	"disappointment/unbelief/ shock"
"used/afraid/angry"	"bitter/relieved/angry"
"shock/disbelief/anger"	"spitefulness/relief/learning experience"
"shock/disappointment/anger"	"resignation/disappointment/ hopefulness"
"frustration/disappointment/ betrayal"	"forgiveness/disappointment/ frustration"
"angry/disappointed/betrayed"	
"betrayal/arbitrary/ a _ _kissers"	"relief/disinterest/ennui"
"betrayal/anger/disgust"	"betrayed/relief/acceptance"
"rejection/hurt/disbelief"	"acceptance/no/bitterness"
"could/not/believe"	"the/worst/mistake"
"shock/confusion/anger"	"stupidity/alienation/anger"
"astonishment/wow/sonofa b _ _ _ _"	"unnecessary/unfair/unjust"
"anxiety/anger"	"don't/think/about it"
"mislead/deceived/lied to"	"_ _ _ _/still/a _ _ _ _ _ _"
"anger/frustration/wonder"	"anger/relief/challenged"
"sadness/worry/anger"	"relief/sadness/pinched"
"stunned/angry/deceived"	"angry/cautious/distrustful"
"its/not/fair"	"_ _ _ _ _ _ _ _/hates/me"

"stunned/hurt/angry"

"angry/relieved/not surprised"

"betrayed/angry/resentful"

"happy/better/off"

R: DISLOCATED NEWSPAPER WORKER RESPONDENTS' VERBATIM RESPONSES REGARDING PERCEPTIONS OF SKILLS THEY BELIEVE TO BE THEIR GREATEST STRENGTHS AS REPORTED SIX MONTHS AFTER DISLOCATION

These comments have been quoted verbatim, including spelling and grammatical errors.

"writing, computer, communication, adaptability"

"roofing work"

"layout, design, illustration, painting"

"positive attitude"

"none"

"not sure"

"computer skills"

"accounting - printing"

"analytical skills"

"organizational, working w/people, editing"

"no one"

"truck driver"

"editing, writing, desktop publishing"

"clerical"

"interpersonal"

"art, computergraphics, intelligence, writing/editing"

"writing, editing, layout, computer useage"

"computer skills"

"communicating and helping people"

"writing ability, personal traits in people skills vast background in craft and relationships"

"hard worker; loyal"

"I have no other skills"

"I work with my hands and rely on my stamina"

"empathy, friendliness & careing nature"

"Reelroom"

"people skills, organizational abilities, imagination, writing"

"writing, adaptability"

"computer/organization/ten key/filing/"

"Forgiveness & willingness to learn"

"flexibility; attention to detail; integrity in work habits"

"ability to work with others"

"people skills and computer"

"editing, writing, research,"

"knowledge of sources, reporting, writing, photography"

"work well with others; task oriented' understand the Big Picture"

"clerical: typing; word processing, etc."

"Writing talent & memory"

"Education; people skills; good writing skills"

"writing, versatility, ability to get along w/others"

"Communications skills & managerial experience"

"getting along with people"

"typing and the willing to learn new skills"

"improve my skills with another newspaper in same field."

"inventory-receiving clerk-process operator"

"ans. phones, type, take orders"

"my attitude"

"fate in God"

"my skills were in newspaper & is gone"

"artist skills/printing/camera"

"I'm a quick learner & have excellent communication skills"

"correctness, toughness,"

"enthusam, loyalty, hard-working"

"doing the same type of wk. for other companies so far"

"writing talent, flexibility, resiliency, ability to learn new things."

"flexibility, personable, good communicaton"

"able to work with people"

"verbal communications, writing, knowledge of subject matter"

"writing, editing, ability to meet deadlines"

S: DISLOCATED NEWSPAPER WORKER RESPONDENTS' VERBATIM RESPONSES REGARDING PERCEPTIONS OF SKILLS THEY BELIEVE TO BE THEIR GREATEST STRENGTHS AS REPORTED 18 MONTHS AFTER DISLOCATION

These comments have been quoted verbatim, including spelling and grammatical errors.

"typing, computer knowledge"

"This is hard to answer because age is a factor looked at before skill is even considered."

"Jack of all trade"

"The ability to adapt, determination and faith."

"People person skills"

"working with numbers"

"brains and balls"

"compositing"

"working with woodworking & cooking"

"ability to learn and not give up"

"art/layout/engraving"

"ability to do whatever is asked of me"

"learning"

"supervisory - mgr."

"Running the Press"

"Handle Other people"

"writing"

"organization"

"technical & intrapersonal skills"

"Innate Talent/Perserverance"

"Quick learner"

"Personality, Education, Prior Work Record, Positive Attitude"

"Great personality, good writer!"

"writing"

"editing, background in reporting & commenting on public affairs"

"I possess strong communication skills. Ability to listen understand. solve problems."

"working w/people - quick learner"

"communicaton; writing ability"

"writing, adaptability"

"To quickly adapt to different communication systems."

"writing/editing skills"

"adaptibility, flexibility,"

"typing, phones, files"

"excellent work skills"

"printing"

"friendliness, enthusiam, willingness to work hard"

"writing, diplomacy, oral communication"

"intelligence, strength-of-will, artistic talent, strong family"

"good communications skills & sales ability"

"writing, editing"

"computer skills"

"Personality, administration skills"

"Outstanding news/media relations skills"

"Able to get along with people."

"The skills I had at State Times are the only ones that I have"

"Organizational/management and communication skills"

"typing"

"Yes, new computer graphic arts! (CCI Operator/as a Compositor II)"

"Shipping receiving--warehouse work"

"good worker, did the job well, neat & orderly"

"Reel room supervisor"

"Management, people skills, writing, hiring the right people, budgeting, planning"

"writing, organizational"

"inventory control/data entry"

"Money Managing/Office managing"

"flexibility, broad education & work experience"

"positive attitude"

"writing, editing, public relations work"

"writing, photography, editing"

"Working with People & with Children"

"communications, research, people"

"typing; phone; interpersonal"

"Memory-General Knowledge-Writing Ability"

"Strong writing skills; people skills; sincerity; proffessionalism"

"operating oval strapping machines & mail"

T: DISLOCATED NEWSPAPER WORKER RESPONDENTS' VERBATIM RESPONSES REGARDING PERCEPTIONS OF ADDITIONAL SKILLS THEY FEEL THEY NEEDED TO BE MORE MARKETABLE IN THE CURRENT JOB MARKET AS REPORTED SIX MONTHS AFTER DISLOCATION

The following "respondent words" have been quoted verbatim. Blanks (_ _) indicate profanity and/or reference to anything that would breach respondent confidentiality.

"bookkeeping, more computer skills"

"carpentry"

"computer skills"

"computer skills"

"education and training"

"accounting"

"to loose 30 years Age!!"

"experience"

"computers"

"more computer"

"computer"

"none"

"medical/nursing"

"motivational training"

"more computer knowledge, an MBA in something, & a bit of luck"

"More experience, possibly. It's more that there are few jobs in my field available."

"Additional computer skills; desk top publishing"

"Technical skills & Job interviewing skills"

"working on knowledge of public relations field"

"need more education or training"

"computer skills, teaching/PR experience"

"You have to want to work full time. No one wants to hire part-time. For me, it's not a matter of skills--"

"Word Perfect (which I took a course after layoff)"

"computer skills"

"more computer training"

"Word Perfect 5.1"

"better computer skills"

"none -- only youth"

"Learn more about the computers and how they really work"

"oh to be 30 again"

"More computer background"

"more computer knowledge"

"Higher Education"

"organization"

"Marketing, desktop publishing"

"lotus & word perfect literate"

"Office machines - printing field"

"I plan to change careers so I require a lot of new skills, a lot of education"

"A degree in a specialized field of demand"

"Investement of ESOP money"

"Have not decided, because things change fast"

"computer skills - computer graphics"

"more computer training"

"If I decide to stay in ________ _____ __________, I will soon need board certification for more job options & more $$$"

"None/except mobility"

"Willing to take on any assignment"

"marketing skills/public relations"

"To be able to take some classes in word perfect"

"Mastery of McIntosh & Computer software programs."

"Knowledge of health care market"

"more technical training in specific field"

"ability to adapt to less substantial writing style."

U: DISLOCATED NEWSPAPER WORKER RESPONDENTS' VERBATIM RESPONSES REGARDING PERCEPTIONS OF ADDITIONAL SKILLS THEY FEEL THEY NEEDED TO BE MORE MARKETABLE IN THE CURRENT JOB MARKET AS REPORTED 18 MONTHS AFTER DISLOCATION

These comments have been quoted verbatim, including spelling and grammatical errors.

"complete retraining"

"building carpenter"

"I feel that a college grad needs practical skills (business, accounting, computer, etc.) to fall back on if jobs in a certain market are scarce or if a job is lost."

"Further Advanced Degree"

"more computer experience"

"advanced computer skills, math, foreign language"

"computer/nursing skills"

"better education"

"computer background"

"none at my age and health conditions"

"vocational training"

"certification"

"I am 58 years old. To young for S.S. Can't find a job"

"Just need a chance to prove myself"

"computer"

"degree"

"computer knowledge"

"more computer skills"

"For my present job more knowledge of the medical field"

"I need more skills"

"making best advertisements in computer graphic."

"Computer - Electronic"

"education"

"more computer skills (mostly, I need to be younger.)"

"Youth, no children, degree in something other than journalism"

"word perfect - letter writing"

"computers"

"additional computer skills"

"computer skills"

"Nothing--except youth"

"If I wanted to work in an office learn more about computers & type 60 words a min."

"administrative, technical"

"computer"

"computer skills"

"need more computer exp."

"higher degree"

"more education"

"more computer skills"

"more computer skills, business management skills"

"more computer skills & willingness to continue education as needed"

"more computer skills, desk top publishing"

"Public Relations"

"could use more PR training"

"Experience in managing office/dept. budget"

"more modern computer skills"

"Marketing or medical degree"

"skills suitable for television, radio--"

"would like computer graphic skills"

"computer skills updated"

"more computer literate"

"More PC & Computer Skills"

"Use of computer & Lotus, Word Perfect"

"computer skills in Pagemaker/word processing"

"Patience"

V: DISLOCATED NEWSPAPER WORKER RESPONDENTS' VERBATIM COMMENTS FROM THE SIX-MONTH SURVEY TO EDUCATIONAL INSTITUTIONS REGARDING RECOMMENDATIONS FOR BETTER PREPARATION OF INDIVIDUALS FOR THE CURRENT AND FUTURE WORK FORCE

The following "respondent words" have been quoted verbatim. Blanks (_ _) indicate profanity and/or reference to anything that would breach respondent confidentiality.

Teach Diverse Skills

"Have as much diversity in your educational experience and get as much practical experience as possible."

"Prepare students with the possibility of employment in a field other than the field of choice. Before graduation, each student should be required to take a course which assesses skills to broaden the chances for employment in a happy, meaningful way."

"Teach backup skills, economic self-sufficiency (how to go into business for yourself and not be so dependent on the ebb and flow of the economic tide)."

"Get as much education as possible and choose your career carefully. Ed. Insts. can't choose for you, but they do offer a lot of help if you check out all their possibilities. Most are free."

"Computer literacy is good but you need to be able to cross from one field to another."

"I truly believe people should be trained in many skills and fields even if they don't need them right at the present time in there job - because if there is a lay off later years like this one it is hard at 37 and some much older to go out and start to learn these skills. Like the State offers everyone a chance to take all sorts of classes and courses and if you want they are there and if not thats okay too."

"More emphasis on the basics of grammar, writing, analysing, in other words, 'how to think'. They are churning out 'technocrats' instead of well-rounded, educated people. These people, in general, do not know how to adjust to a less than ideal job market and are only suitable for certain narrowly focused fields. So, emphasis on English grammar and literature courses, as well as history, philosophy, art and other social sciences."

"Push to know everything that interests you thoroughly."

"Versatility in courses because some jobs are disappearing. Better counseling of students. Foreign languages. Computers. Good practical writing courses. Reasses every dept. to adapt courses to current economy/job market trends."

"Individuals should be educated and/or trained in several aspects of the jobs they are employed for. They need to have broader exposure to the job that is being done around them, not just the immediate one they are responsible for."

"Less abstract theories and more practical applications. More laboratories to accompany lecture classes."

"Learn more than one skill and rely on own ability."

"Cross-training - learn to do other things that could help you survive in a crisis. No one is above working at Circle K or flipping hamburgers while training for a better job or a new career. Go to college - get an education but also learn a trade that you can earn a living. Both are invaluable."

"Educational institutions should work to prepare students for the world of work. Academia should close the gap between its perception of the world of work and the reality that is the world of work."

Miscellaneous

"Cover your a _ _. While doing a good job for your employer, be looking for the next job constantly. Develop contacts and never hesitate to use them at any time."

"To offer more courses in high school that are on a college level even if its just 1/2 semester."

"I feel individuals should try to be their best in whatever they do. They should feel nothing is to hard to do if you're at your best."

"B _ _ _ s _ _ _ 101 (dealing with)"

"Never work for a man or woman who has a history of substance abuse and who buys flowers for their wife/husband and girlfriend/boyfriend on the same credit card receipt!"

"My recommendation could only be to train all not just some of the employees."

"To prepare the worst part and get the job immediately to avoid the setback of the future relay on their skills and experiences. One was being able not to worry, it depends on your relationship and attitude and encouragement into different career'."

"How does one teach flexibility - adaptability - Look out for No.1 forget loyalty and dedication."

"Be sure to have a good education; listen real good to your teacher; always be on time for work, do your best always, Get along with the people you work for, don't have an affair with your boss, because you are the one who would get hurt and lose your job not your boss, if anyone found out."

"None - because I'm now aware that skill honesty, loyalty and hard work no longer mean a d _ _ _ _ _ thing."

"Educational institutions had little to do with my situation. The current work force puts more emphasis on experience, less on education. The short term always prevails."

"to be able to function well as a procedure specialist"

"In hiring teachers and administrators, give equal or preferential consideration to people who have first-hand/current experience in the real world work force. My experience tells me the professore ranks are woefully void of people who know what it's like to work 8 hours a day. Would guess that the average LSU professor works 2 to 3 hours a day, is in office 1 hour a day and gone the rest of the time, if he or she shows up at all. They, better than anyone, should know whether there's a free lunch in today's work force."

Teach Computers/Business

"Learn typing and taking every computer course available in schools. the coming things and go all the way through college or higher."

"In the 4 years away from production art in advertising the local industry went computers. Very little remains as it was when I started at the newspaper. Most agencies use the Mac. Computer graphics needs to be used and taught."

"To prepare students in the new computer systems that are out now and upcoming systems that would better qualify them for better jobs."

"Computer proficiency is essential in any field. Versatility also is important e.e.: don't narrow knowledge, education, experience to one limited area."

"They must absolutely be on the cutting edge of technology in each field."

"More computer skills"

"Teach more practical computer skills. Require that instead of a foreign language."

"In my field, graphic design, require more business and writing courses to broaden their skills. Graphic design is a small field and a very narrow degree. Public relations would also help. Finance in case some decide to freelance."

"The greatest recommendation would be to ascertain individuals have practical, common skills everyone needs to survive and adapt. The computer, communication, and other clerical skills I have learned (mostly through actual employment) are always there to fall back on, that is a comforting fact. Being educated is a wonderful feast for the mind and soul, but we should also insure needs can be met --

that means being able to answer phones, add a column of numbers and sometimes be a cog rather than the big wheel."

Know Business Needs

"Schools should place more emphasis on what employers are looking for. Instruction in resume writing, query letters and interviewing would be helpful."

"Educational institutions should work more closely with companies, industries, etc., to ascertain the practical skills they require."

"A more realistic outlook for the area or geographical location."

"To closer know the markets in surrounding areas and out of state, i.e., computer skills in graphics, full art instruction, color design, theory, etc."

"Business and schools need more communication as to what skills are needed in the 'real world' -- our current system of job placement sucks. I do not think LSU's Job Placement Service is good for grads. It is obvious that keeping up with new work skills is important, but often there is little incentive to do so if you already have a steady job."

Teach Reality

"Stress no matter how well you may do your job, there is nothing to insure you will be continually employed."

"Let the student know that nothing is ever 'forever'."

Continuing Education

"I think the institutions should give more training for middle age people should have more training for jobs that call for experience."

"Continue to offer courses to keep skills up to date."

No Journalism Major

"Tell them to stay out of journalism because I couldn't find one in the Southeast or Southwest that I could afford to take. To prepare while working to be laid off by saving and staying out of debt."

Jr. Colleges/Vo-Tech

"There is a need for Junior Colleges - more scholarships for deserving students other than athletes. More vocational schools to teach practical job skills for students who could not make it in college."

Offer Career Counseling

"More technical training, managerial training, job interviewing skills."

Teach specialization

"Stress the importance of degrees in a specialized fields of demand."

Teach foreign language

"Must have at least one foreign language; how to organize in opposition to owners"

W: DISLOCATED NEWSPAPER WORKER RESPONDENTS' VERBATIM COMMENTS FROM THE 18-MONTH SURVEY TO EDUCATIONAL INSTITUTIONS REGARDING RECOMMENDATIONS FOR BETTER PREPARATION OF INDIVIDUALS FOR THE CURRENT AND FUTURE WORK FORCE

The following "respondent words" have been quoted verbatim. Blanks (_ _) indicate profanity and/or reference to anything that would breach respondent confidentiality.

Teach Diverse Skills

"To have more skills - not confine to one skill in order to have more options when job hunting."

"The importance of having diverse, marketable skills cannot be stressed enough."

"Learn more than one skill."

"In addition to teaching the theory, purpose and how-to of a field like journalism, practical 'survival' skills are needed. Therefore, even if a person can't become employed or loses a job in their major, they will still be able to support themselves and adapt more easily to a different field or occupation."

"To be prepared at all times, always having a skill to fall back on. I would recommend majoring in two fields of study."

"Declare double major, open more than one door, prepare (self) for more than one direction."

"To put emphasis on broad-based education - not to narrowly focus"

"Learn how to earn money in the real world. An education usually has to be paid for. Learn a skill - clerical, retail, etc., to fall back on - life has its ups and down - be prepared."

"Warn them that the degree doesn't guarantee a career. provide them with crossover skills applicable for a number of fields. Post-graduation Job-Hunting assistance available at any time in life. Career counseling for those forced to change careers because of economic conditions. Lifetime availability to keep alumni from becoming lost souls."

"To be more prepared would mean to have more education in more than one line of work."

"Crosstrain or at least expose people to related fields. In my case, my background was in news reporting. I had a job for 6 months working in PR before being employed at my present position."

"Never settle for one field of work. Never be loyal to your company. Put in a days work for a days pay. Have other talents to fall back on. Expect the worse. Never believe your boss when he says you will have this job until you get ready to retire."

"become versatile"

"look into more than one field. Do not depend upon one particular field. Spread your wings."

"to have more than one skill and training"

"flexibility - support CLEP programs - emphasis on technical rather than social training - more hard core curriculum less liberal arts"

Miscellaneous

"It should be a fun time day job for everyone who works. They get rid of that night s _ _ _, I no, I did it for 7 years"

"Stress that no matter how hard an individual works for the company, he can expect not to be treated the same as those who don't give them all."

"educational institutions are so far away from real world skills, they would best continue academic pursuits. There is no substitute for experience."

"Unfortunately, in Accounting very many employees literally demanded a position and got them. So, the best advice would be to learn how to pushy, demanding, and cuthroat and your employer will see this as a 'good worker'".

"To try to get a law where job ending will go by Senior Order, not because the Supervisor likes another better than you or because soon there will not be anyone left in that department who is of your type race."

"I have found that it is not what you know it is who you know. Always do your best and always have a possovite outlook. And don't be afraid of hard work. Always put your best foot forward."

"never expect emotional gratification from any job. never get laid where you get paid. learn how to get along with others."

"Remain ethical, but take every chance to exploit your position at a newspaper to develop future contacts. Those running newspapers are frequently incompetent - so don't let them plan your life."

"To prepare them in the future of their layoff plan - (1) current resume, (2) show positive attitude and their confidence and dignity of search better newspaper like top 10 major newspaper with a best creditworthy influence in the marketplace of the future."

Teach Computers/Business

"computer technology"

"more emphasis on business in the applied arts (where many students don't care and won't learn), more internships ((or required internships), computer classes, lectures and workshops by local business people"

"Journalism degree should require computer literacy classes. Salary ranges should be discussed."

"stress computer skills, versatility"

"teach computer know how"

"Computer skills"

"teach them to read and write, also to use a computer"

"more computer training which is based on your planned course of study. eliminate those courses which will not directly effect your abilitys as a worker in that particular field."

"I would recommend more education in computers or teaching, government jobs."

Know Business Needs

None.

Teach Reality

"Don't mislead people into thinking their job is secure when it is not."

"Teach people that the only security they have is in their own job skill level not in one company for any period of time."

"do not count on any company's loyalty, no matter how many years you're with them, how good your work record or any other thing. 'Keep a bag packed - just in case.'"

"Don't ever feel secure in any job just because you have had that job for many years."

"job security"

"teach them to always make contacts -- let them know they should not depend on their employers for job security"

"to teach the kids there are no farytale endings. learn as much as possible. don't trust any employer."

"teach them that no job is safe. . .the family-owned company is dead"

Continuing Education

"continuing education a must to help prepare displaced worker with skills needed in today's work environment. I am currently taking computer, accounting and other business related courses."

"continue your education at college, military"

"to offer more current studies at reduced costs to better qualify higher paying positions"

"Should have education for older people to create jobs for people in their fifties. Education program should have a program set up for experiement and retirement."

No Journalism Major

"a realistic look at the job market. I think journalism majors should be strongly discouraged from pursuing their major."

"Avoid newspaper work. Historically, they pay as little as possible for as much work as they can get. This has newspapers dying in record numbers. No future for youngster."

"Avoid careers in newspapers - look for other avenues such as magazines and TV. Keep abreast of economic developments. Know which companies and job areas are in transition or trouble. Teach job seeking skills, interview techniques, resume preparation."

Jr. Colleges/Vo-Tech

"community colleges, better vo-tech schools, freedom of choice in public school"

Offer Career Counseling

"Career counseling, Awareness of personal interests and skills as they apply to the job market - have to know when to leave a job - keep skills current and marketable - how to negotiate salary, benefits and working conditions - never expect an employer to look out for employee's welfare"

"Offer a course 'How to find a job'. Maintain a job bank for alumni."

Teach specialization

"get a degree in a specialized field."

Teach foreign language

No comments were made.

VITA

Jackie Lamar Benton was born in Blue Springs, Alabama, on March 23, 1938, to Myrtle M. Mercer (now deceased) and J. Lee Benton, currently residing in Dothan, Alabama. He graduated from Dothan (Alabama) High School in May, 1956. He attended Pearl River Junior College, Poplarville, Mississippi, from 1956 to 1958. Lamar received his Bachelor of Science degree in Business Administration and Economics from Huntingdon College, Montgomery, Alabama, in May, 1969. He received his Master of Science degree in Management from Louisiana State University, Baton Rouge, in May, 1980.

Lamar has been married since December 31, 1958, to Sharon Bradbury Benton, formerly of Maplewood, Louisiana. To this union were born three children: Bradley Royce, Lisa Kay, and Steven Lamar. Lamar and Sharon are grandparents to Taylor Anne Benton, Michael Benton O'Neill, Joshua Hillman Benton, and Corinne Emily O'Neill. The Bentons presently reside in Baton Rouge, Louisiana.

Lamar's professional experiences include: various staff and management positions in the newspaper and public relations industries, sales and management positions in private business, university relations director, non-profit organization management, and teaching at the secondary level.